



TCA PRPB Survey Report



San Juan, Puerto Rico

June 2022

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EXECUTIVE SUMMARY

On July 17, 2013, a court-enforceable agreement was signed between the United States Department of Justice (USDOJ) and the Commonwealth of Puerto Rico (ELA) for the implementation of a Sustainable Reform of the Puerto Rico Police Bureau (PRPB). (“Agreement for the Sustainable Reform of the Puerto Rico Police Department”, hereafter referred to as the “Agreement”)

The main objectives of the “Agreement” are to ensure the PRPB delivers policing services in a manner that upholds civil rights and promotes public safety by providing PRPB officers with the tools, guidance, and resources that they need to fight crime effectively. Implementation of this Agreement is intended to protect public safety, guarantee individual civil rights, and increase public confidence in the police.. (“Agreement” ¶ 1)

The requirements that must be met for implementation are divided into eleven compliance areas: professionalism, use of force, searches and seizures, equal protection and non-discrimination, recruitment, selection and hiring, policies and procedures, training, supervision and management, civil complaints, internal investigations and discipline, community engagement and public information, information systems and technology. (“Agreement” ¶ 3)

As part of the activities carried out to monitor the progress made by the Reform, a research study was carried out among the police force to find out about the perception of their work in the communities and public safety in Puerto Rico.

SUMMARY FINDINGS

Virtually all officers interviewed indicated having knowledge about the Reform being carried out by the PR Police, with over half indicating they had a lot of knowledge about it.

- The majority of officers agree that the Reform is achieving its goal of protecting the citizens' civil rights, that they are kept informed about the reform process, and that citizens have been kept informed about the process.

All elements related to Professionalism (interact respectfully with citizens, supervisors are professional when communicating with subordinates, receive appropriate training to promote ethical behavior and mechanisms are in place for reporting unethical behavior) receive a majority agreement response from the officers, although with a somewhat lower agreement that the promotion processes are transparent, equitable and fair.

In Use of force there is a high agreement with having received the proper training with modern techniques to prevent the excessive use of force when intervening with citizens, about how to deal with the right of free expression during a demonstration and of respecting and protecting the citizens' right to free expression when they respond to a demonstration.

- However, there is a more mixed response with regards to being provided with the right equipment when dealing with a demonstration and on respect and protect the citizens' right to free expression when they respond to a demonstration.

There is a high agreement from the officers regarding all elements related to Searches and Seizures (intervene in a clear and respectful manner, are justified in intervening, treatment is appropriate, and supervisors follow protocol when responding to the scene of an arrest and examining arrested parties for injury).

In terms of Equal Protection and Non-Discrimination, two-thirds of the officers said that the PR Police does have representation from different ethnic groups or sectors in PR, with a higher proportion agreeing that supervisors treat all officers equally and that the officers' conduct towards arrested citizens is reasonable.

- There is a high agreement that officers do not discriminate when providing public safety services, that they are effective when dealing with hate crimes, domestic violence incidents and sexual assaults, and that they have been properly trained on how to interact with the trans community.

There is a mixed response with the element related to Recruitment, Selection and Hiring. While two-thirds of the officers agree that the PR Police does recruit candidates with the right characteristics to promote philosophy of community policing and protection of civil rights, all other elements obtain a higher disagreement response (does not have the conditions and benefits to employ qualified people to be officers, does not have an effective and attractive promotional campaign for recruitment, and, most notably, does not have the necessary incentives, conditions and initiatives to retain its talent).

There is also a mixed response with Policies and Procedures. Most officers agree that the PR Police has well defined policies, protocols, and procedure manuals, but disagree that those responsible for developing the PR Police policies take into consideration the police officers' opinions and suggestions.

- Officers are almost evenly divided (albeit with slightly more in agreement) on whether the PR Police provides sufficient training to collect, analyze and disseminate useful data to officers and supervisors for their daily decision making and operation.

While most Training elements obtain a high agreement (sufficient training to conduct work in updated and professional manner, receive the right training for effective job, appropriate methods used

for learning and training, training on how to interact with foreigners and non-citizens), two elements have a disagreement response: Provided with right equipment to carry out job effectively and trained to offer services to people with disabilities.

There is a disagreement with regards to having an efficient system in which supervisors can early identify inappropriate behavior by police officers, with having the necessary number of qualified officer supervisors, and on how objective the system for evaluating the work and performance of police officers is.

- There is a high agreement that area commanders and unit directors provide effective leadership, and that the superintendent / commissioner is directing the PR Police towards being a community police that protects civil rights.

With regards to Civil Complaints, Internal Investigations and Discipline, there is a majority agreement (around two-thirds or so) that the PR Police investigates complaints submitted against any police officer for improper conduct in an objective and complete manner, that it consistently applies the corresponding disciplinary measures to police officer that have sustained complaints for committing offenses, and that the PR Police has confidential and accessible mechanisms to submit misconduct complaints against any officer.

- There is less agreement with being able to provide protection against reprisals for filing misconduct complaints and about taking appropriate measures when identifying cases of corruption.

There is a high agreement regarding Community Engagement, particularly in knowing the needs and concerns of the community, on how the homeless population is treated, in promoting community participation in solving crimes, and on training officers to work and fight crime together with the communities.

- However, officers are evenly divided on whether the communities have respect for the police officers.

The officers are almost evenly divided on whether the PR Police provides sufficient training with regards to the efficient and proper use of information systems. There is a higher agreement in terms of publishing reliable general statistics on all types of crime in Puerto Rico.

INTRODUCTION

The purpose of the research study was to measure the police force perception of their community work, public safety in Puerto Rico, and the evaluation of compliance with the Reform. This report presents the results of the TC PRPB study conducted at the request of the Monitor's Office and the PRPB.

KEY OBJECTIVES

The three key objectives for this study:

- The United States Department of Justice (USDOJ) established an agreement with the Government of Puerto Rico and the PR Police Bureau (PRPB) for the Sustainable Reform of the Puerto Rico Police Department, where in one of the dispositions the PRPB is obligated to undertake, with the supervision of a court appointed Monitor and the oversight of the USDOJ.
- The Reform Agreement was reached in order to implement reforms that are designed to ensure constitutional policing, promote public safety, and strengthen public trust in PRPB.
- The office of the Monitor has requested a survey which should include three phases, one of which is a survey of members of PRPB.

ORGANIZATION OF THE REPORT

The methodology section describes the research method used in the study.

In the Sample Target section, the characteristics and demographic profile of the study participants are detailed.

In the Basis of Analysis section, the statistical analysis applied in the study is described.

In the Results section, the findings of the Perception that the police force have about the Reform, its purpose and implementation are presented.

Then, the detailed analyzes of the eleven compliance areas that group the requirements that must be comply in the PRPB Reform are presented in subgroups. The eleven compliance areas are:

- Professionalism
- Use of Force
- Searches and Seizure
- Equal protection and Non-Discrimination
- Recruitment, Selection and Hiring
- Policies and Procedures
- Trainings
- Supervision and Management
- Civil Complaints, Internal Investigations, and discipline
- Community Engagement and Public Information
- Information Systems and Technology

Appendix A included the research tool that was used to perform the data collection.

METHODOLOGY

STUDY METHODS

Data collection was carried out between March 23 to April 19, 2022.

The study used an Online interviewing technique for data collection. The maximum duration of the questionnaire was 12 minutes with closed-ended questions.

To contact the participants, the Puerto Rico Police Department provided a file with the total active population of the police force. The information provided was rank, service area and email.

The Office of the Police Monitor informed the members of the police by email that a study was being carried out for the police population with regards to the citizen protection services they provide. Ipsos Puerto Rico sent the links to access the questionnaire by email. The email deliveries were made to the entire population of the police force.

The questionnaire supplied in the study covered the following topics: knowledge of the Reform, measurement of the eleven areas of compliance with the Reform and defining the demographic profile of the interviewees.

TARGET

The target of the study was the active members of the Puerto Rico Police Bureau, women and men aged 24 years or older. (see figure 1)

The study was conducted in the 13 police areas and headquarter classification. (see figure 2)

The goal of the study design was to allow statistically defensible inferences about the Puerto Rico police population in terms of age, gender, rank, years of service, and police service area. (see figure 1)

In total, 11,097 PRPB members were contacted in order to obtain 1,993 completed valid cases from the police total population, which is equivalent to a response rate of 18.0%.

The margin of error of the study based on an effective case size of 1,997 cases is ± 2.17 at 95%.

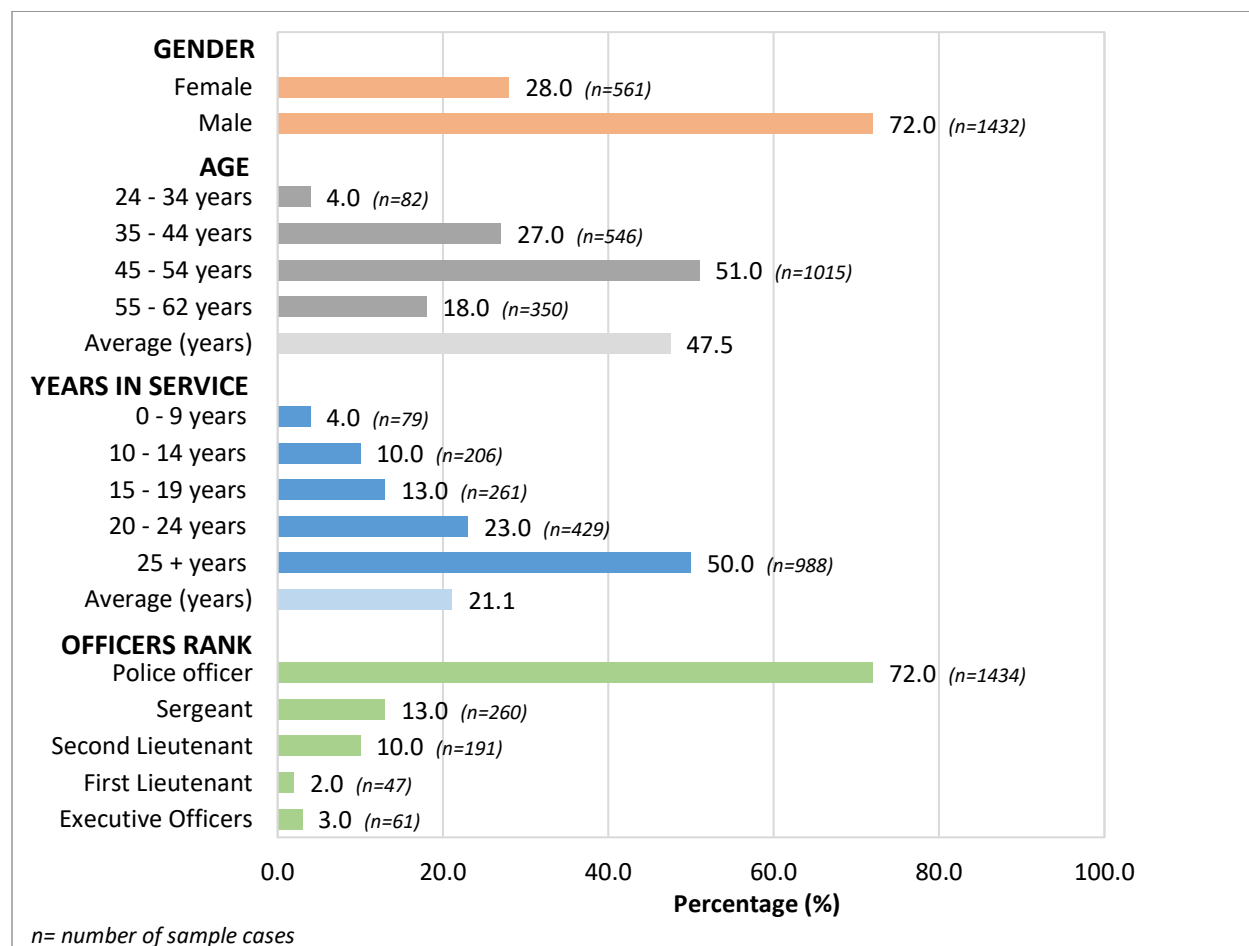
Figure 1*Target*

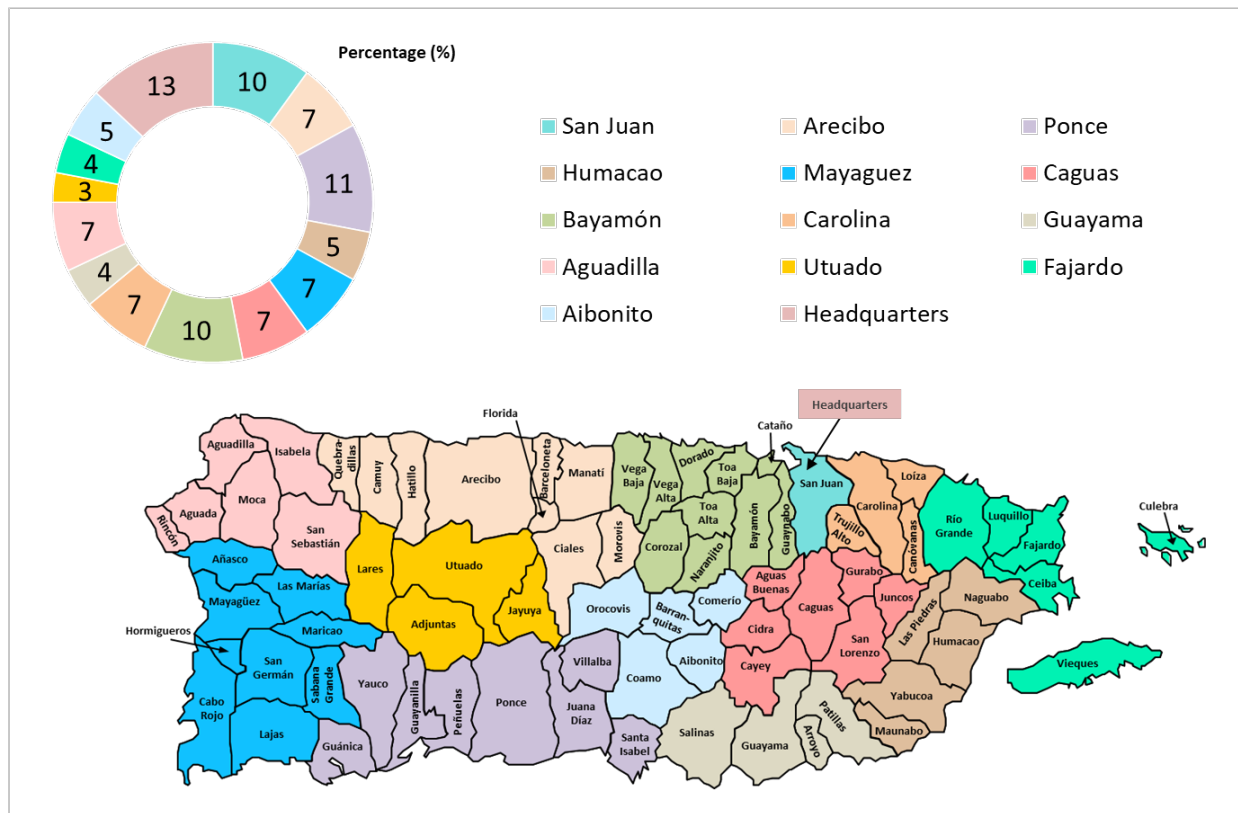
Figure 2*Map of Police Areas*

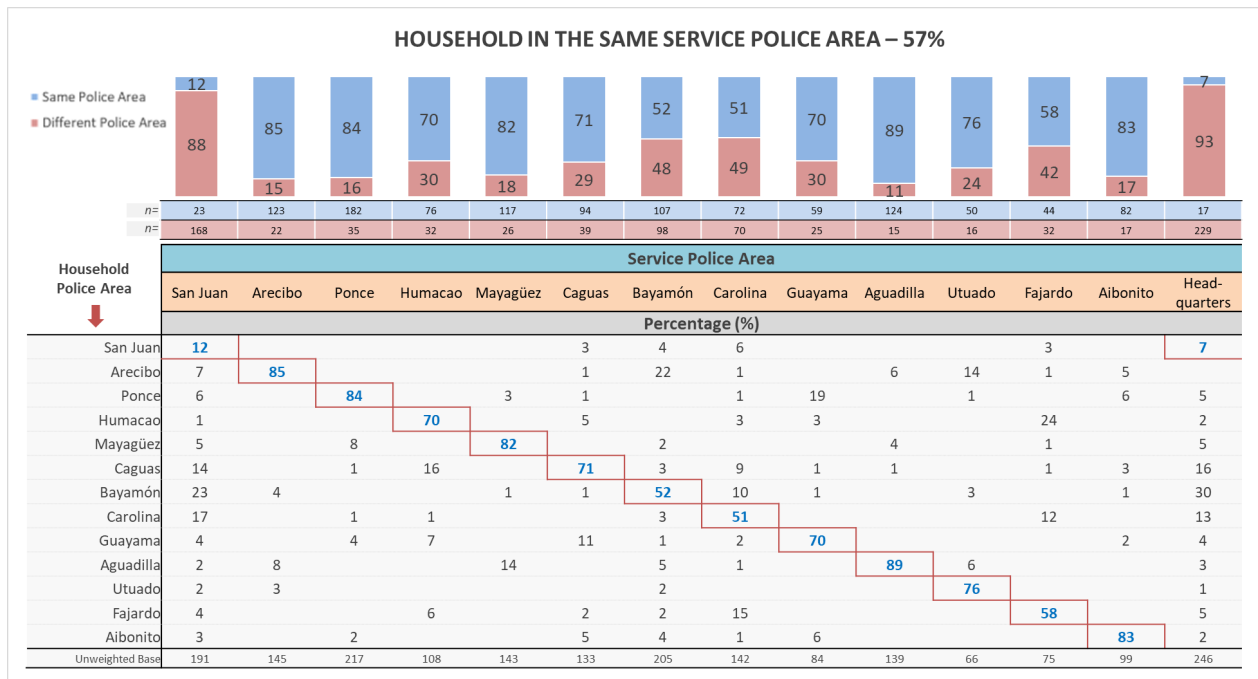
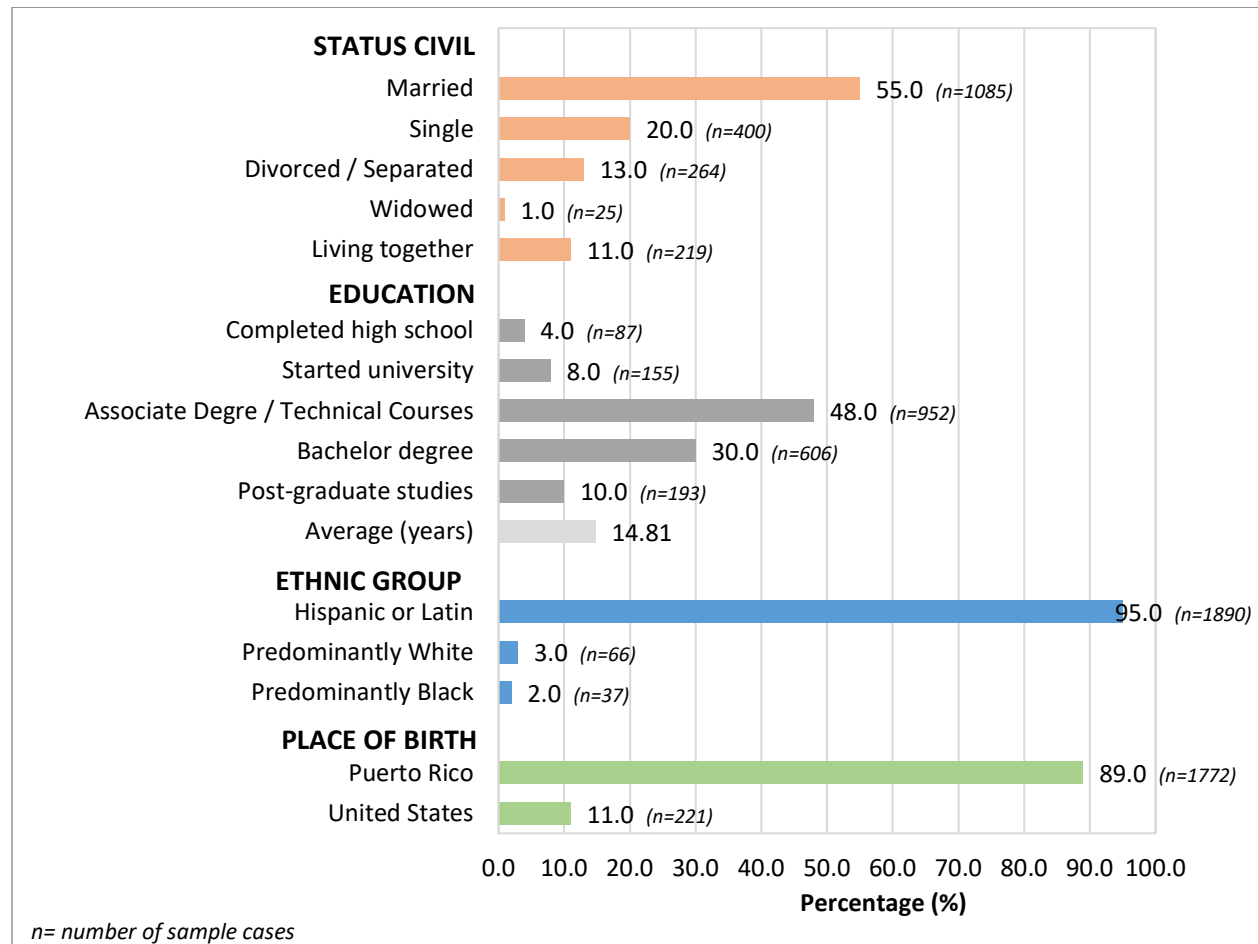
Figure 3*Household in the Same Police Service Area*

Figure 4*Demographics Profile*

BASIS FOR ANALYSIS

For data analysis, the Significance test - Z-test was applied at the 95% confidence level.

The significance test was applied to bases of 30 cases or more. Bases smaller than 30 cases are too small for statistical analysis and therefore the information was only used directionally.

The Z-test is a test where two variables are compared to determine if there are significant differences between the variables being compared.

A statistically significant difference means that there is statistical evidence that there is a difference; It does not mean that the difference is large, but it does mean that it is important or significant between the two variables being compared.

To illustrate the significance test in the analysis tables, a letter code (A, B, C, D, E, F, etc.) was used to indicate the columns that show statistical differences between each variable included in the banner points.

RESULTS

KNOWLEDGE ABOUT POLICE REFORM

The main objectives of the “Agreement” are to ensure the PRPB delivers policing services in a manner that upholds civil rights and promotes public safety by providing PRPB officers with the tools, guidance, and resources that they need to fight crime effectively. Implementation of this Agreement is intended to protect public safety, guarantee individual civil rights, and increase public confidence in the police.. (“Agreement” ¶ 1)

Table 1.1

PR Police Reform Knowledge

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
(5) A lot of knowledge	55.0	48.0	51.0	55.0	62.0	48.0	58.0	56.0	45.0	49.0	52.0	60.0	47.0	69.0	80.0	77.0	93.0
					BCD		F					IJK		M	MN	M	MNOP
(4) Some knowledge	42.0	50.0	46.0	42.0	34.0	48.0	40.0	44.0	51.0	49.0	44.0	37.0	50.0	28.0	20.0	23.0	7.0
		E	E	E		G			L	L	L		NOPQ	OQ	Q	Q	
(3) Have heard, but almost no knowledge	2.0	2.0	2.0	2.0	3.0	3.0	2.0	—	3.0	3.0	2.0	2.0	3.0	1.0	—	—	—
													O		—	—	—
(2) Have heard, but no knowledge	—	—	—	—	1.0	1.0	—	—	—	—	1.0	—	—	1.0	—	—	—
(1) Never heard	—	—	1.0	—	1.0	1.0	—	—	—	—	1.0	—	—	—	—	—	—
			D		D												
HAS KNOWLEDGE (3, 4, 5)	99.0	100.0	99.0	100.0	99.0	99.0	99.0	100.0	100.0	100.0	98.0	99.0	99.0	99.0	100.0	100.0	100.0
NO KNOWLEDGE (1, 2)	1.0	—	1.0	—	1.0	1.0	1.0	—	—	—	2.0	1.0	1.0	1.0	—	—	—
											JL						
Frequency																	
(5) A lot of knowledge	1097	39	279	561	218	270	827	44	93	127	237	596	671	180	153	36	57
(4) Some knowledge	840	41	250	431	118	269	571	35	106	127	203	369	713	74	38	11	4
(3) Have heard, but almost no knowledge	42	2	12	18	10	16	26	—	6	7	11	18	39	3	—	—	—
(2) Have heard, but no knowledge	9	—	2	5	2	3	6	—	—	—	5	4	7	2	—	—	—
(1) Never heard	5	—	3	—	2	3	2	—	1	—	3	1	4	1	—	—	—
HAS KNOWLEDGE (3, 4, 5)	14	—	5	5	4	6	8	—	1	—	8	5	11	3	—	—	—
NO KNOWLEDGE (1, 2)	1979	82	541	1010	346	555	1424	79	205	261	451	983	1423	257	191	47	61
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJK, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q1. Do you know or have you been informed about the Reform that the PR Police is carrying out to protect the civil rights of citizens, its purpose and what its implementation consists of?

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Table 1.2

PR Police Reform Knowledge

Police Region Knowledge																
TOTAL		POLICE AREA														
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utado	Fajardo	Aibonito	Head-quarters	
Percentage (%)																
Z-test		(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)	
(5) A lot of knowledge	55.0	50.0	50.0	51.0	63.0	58.0	62.0	58.0	52.0	55.0	51.0	61.0	45.0	59.0	58.0	
					RSTc		RSTc									
(4) Some knowledge	42.0	48.0	44.0	47.0	35.0	39.0	34.0	40.0	46.0	42.0	47.0	38.0	51.0	38.0	38.0	
		UWe		UWe					W		W		UW			
(3) Have heard, but almost no knowledge	2.0	2.0	5.0	1.0	2.0	1.0	2.0	2.0	1.0	2.0	1.0	2.0	3.0	2.0	3.0	
			Ta													
(2) Have heard, but no knowledge	—	1.0	1.0	—	—	—	2.0	—	—	1.0	—	—	1.0	1.0	1.0	
(1) Never heard	—	—	—	—	—	1.0	—	—	1.0	—	1.0	—	—	—	—	
HAS KNOWLEDGE (3,4,5)	99.0	99.0	99.0	100.0	100.0	99.0	98.0	100.0	99.0	99.0	99.0	100.0	99.0	99.0	99.0	
NO KNOWLEDGE (1,2)	1.0	1.0	1.0	—	—	1.0	2.0	—	1.0	1.0	1.0	—	1.0	1.0	1.0	
Frequency																
(5) A lot of knowledge	1097	95	73	111	68	83	83	119	74	46	71	40	34	58	142	
(4) Some knowledge	840	91	64	103	38	56	45	82	65	35	66	25	38	38	94	
(3) Have heard, but almost no knowledge	42	4	7	2	2	2	3	4	2	2	1	1	2	2	8	
(2) Have heard, but no knowledge	9	1	1	—	—	—	2	—	—	1	—	—	1	1	2	
(1) Never heard	5	—	—	1	—	2	—	—	1	—	1	—	—	—	—	
HAS KNOWLEDGE (3,4,5)	1979	190	144	216	108	141	131	205	141	83	138	66	74	98	244	
NO KNOWLEDGE (1,2)	14	1	1	1	—	2	2	—	1	1	1	—	1	1	2	
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246	

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q1. Do you know or have you been informed about the Reform that the PR Police is carrying out to protect the civil rights of citizens, its purpose and what its implementation consists of?

Virtually all officers interviewed indicated having knowledge about the Reform being carried out by the PR Police, with over half indicating they had a lot of knowledge about it.

- A higher level of having knowledge were indicated by Males, the oldest and longest serving officers and those with the highest ranks. Caguas is the region with the highest level of knowledge.

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Table 2.1*PR Police Reform Level of Impact in Protecting the Civil Rights of Citizens*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
(5) Totally agree	52.8	43.9	46.2	53.1	64.5	43.6	56.4	46.8	44.9	49.4	51.4	56.5	48.6	61.1	63.4	66.0	72.1
				C	BCD		F					IJ		M	M	M	M
(4) Somewhat agree	35.2	39.0	40.5	34.5	28.0	42.2	32.4	39.2	40.5	39.8	33.9	33.1	37.0	31.1	31.9	27.7	24.6
			DE	E		G			L	L			Q				
(3) Nor agree, nor disagree	7.7	11.0	8.9	7.8	4.6	8.8	7.2	8.9	8.3	6.5	11.8	5.9	9.1	4.7	4.2	4.3	1.6
		E	E	E							JL		NOQ				
(2) Somewhat disagree	3.5	3.7	3.5	3.8	2.6	4.7	3.0	3.8	3.9	3.8	2.7	3.7	4.2	2.7	0.5	—	1.6
													O				
(1) Totally disagree	0.9	2.4	0.9	0.9	0.3	0.7	0.9	1.3	2.4	0.4	0.2	0.9	1.1	0.4	—	2.1	—
		E						K								O	
TOP 2 BOX (4, 5)	88.0	82.9	86.7	87.5	92.5	85.8	88.8	86.1	85.4	89.3	85.4	89.5	85.7	92.2	95.3	93.6	96.7
					BCD							K		M	M		M
BOT 2 BOX (1, 2)	4.3	6.1	4.4	4.7	2.9	5.4	3.9	5.1	6.3	4.2	2.9	4.6	5.3	3.1	0.5	2.1	1.6
									K				O				
AVERAGE	4.4	4.2	4.3	4.4	4.5	4.2	4.4	4.3	4.2	4.3	4.3	4.4	4.3	4.5	4.6	4.6	4.7
					BCD		F					I		M	M	M	M
Frequency																	
(5) Totally agree	1045	36	250	536	223	242	803	37	92	129	232	555	692	157	121	31	44
(4) Somewhat agree	696	32	219	348	97	234	462	31	83	104	153	325	527	80	61	13	15
(3) Nor agree, nor disagree	152	9	48	79	16	49	103	7	17	17	53	58	129	12	8	2	1
(2) Somewhat disagree	69	3	19	38	9	26	43	3	8	10	12	36	60	7	1	—	1
(1) Totally disagree	17	2	5	9	1	4	13	1	5	1	1	9	15	1	—	1	—
TOP 2 BOX (4, 5)	1741	68	469	884	320	476	1265	68	175	233	385	880	1219	237	182	44	59
BOT 2 BOX (1, 2)	86	5	24	47	10	30	56	4	13	11	13	45	75	8	1	1	1
Unweighted Base	1979	82	541	1010	346	555	1424	79	205	261	451	983	1423	257	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Base: Among those who have Knowledge about Police PR Reform

Q2. How much do you agree that the PR Police Reform is achieving the protection of citizens' civil rights?

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Table 2.2

PR Police Reform Level of Impact in Protecting the Civil Rights of Citizens

TOTAL		POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters
Percentage (%)															
Z-test	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)	
(5) Totally agree	52.8	50.5	52.8	56.0	51.9	56.7	55.7	47.8	49.6	49.4	45.7	63.6	43.2	65.3	54.5
(4) Somewhat agree	35.2	35.8	31.9	37.0	34.3	32.6	35.9	37.1	37.6	37.3	40.6	Xac	28.8	RXYZac	32.8
(3) Nor agree, nor disagree	7.7	8.9	10.4	5.1	8.3	6.4	3.8	10.7	9.9	8.4	8.7	d	d	6.1	6.1
(2) Somewhat disagree	3.5	3.2	W	4.9	1.4	4.6	3.5	TW	W	4.8	3.6	3.0	10.8	W	4.9
(1) Totally disagree	0.9	1.6	—	0.5	0.9	0.7	3.1	—	—	—	1.4	—	—	1.0	T
							SXY								1.6
TOP 2 BOX (4, 5)	88.0	86.3	84.7	93.1	86.1	89.4	91.6	84.9	87.2	86.7	86.2	92.4	85.1	91.8	87.3
				**											
BOT 2 BOX (1, 2)	4.3	4.7	4.9	1.9	5.6	4.3	4.6	4.4	2.8	4.8	5.1	4.5	4.1	2.0	6.6
															T
AVERAGE	4.4	4.3	4.3	4.5	4.3	4.4	4.4	4.3	4.3	4.3	4.3	4.5	4.2	4.5	4.3
				RXac								Xac		**	
Frequency															
(5) Totally agree	1045	96	76	121	56	80	73	98	70	41	63	42	32	64	133
(4) Somewhat agree	696	68	46	80	37	46	47	76	53	31	56	19	31	26	80
(3) Nor agree, nor disagree	152	17	15	11	9	9	5	22	14	7	12	2	8	6	15
(2) Somewhat disagree	69	6	7	3	5	5	2	9	4	4	5	3	3	1	12
(1) Totally disagree	17	3	—	1	1	1	4	—	—	—	2	—	—	1	4
TOP 2 BOX (4, 5)	1741	164	122	201	93	126	120	174	123	72	119	61	63	90	213
BOT 2 BOX (1, 2)	86	9	7	4	6	6	6	9	4	4	7	3	3	2	16
Unweighted Base	1979	190	144	216	108	141	131	205	141	83	138	66	74	98	244

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Base: Among those who have Knowledge about Police PR Reform

Q2. How much do you agree that the PR Police Reform is achieving the protection of citizens' civil rights?

Almost all officers agree to some degree that the Reform is achieving its goal of protecting the citizens' civil rights, with just over half being in total agreement.

- Agreement levels are higher among Males, the oldest and longest serving officers, and those officers from the Aibonito and Utuado regions. Total agreement is lower among those with a PO rank.

Table 3.1

Has PR Police Kept Officers Informed About the Reform Process

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Yes	71.0	68.0	69.0	71.0	77.0	68.0	73.0	62.0	70.0	69.0	69.0	74.0	70.0	72.0	79.0	77.0	80.0
No	29.0	32.0	31.0	29.0	23.0	32.0	27.0	38.0	30.0	31.0	31.0	26.0	30.0	28.0	21.0	23.0	20.0
Frequency																	
Yes	1422	56	379	717	270	383	1039	49	145	179	315	734	998	188	151	36	49
No	571	26	167	298	80	178	393	30	61	82	144	254	436	72	40	11	12
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q3. Does the PR Police keep its officers informed about the process and achievements of the Reform?

Table 3.2*Has PR Police Kept Officers Informed About the Reform Process*

TOTAL		POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters
Percentage (%)															
Z-test		(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)
Yes	71.0	65.0	74.0	74.0	73.0	71.0	75.0 R	69.0	71.0	74.0	65.0	71.0	72.0	83.0 **	70.0
No	29.0	35.0 Wd	26.0	26.0	27.0	29.0 d	25.0	31.0 d	29.0 d	26.0	35.0 d	29.0	28.0	17.0	30.0 d
Frequency															
Yes	1422	124	108	160	79	102	100	141	101	62	90	47	54	82	172
No	571	67	37	57	29	41	33	64	41	22	49	19	21	17	74
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q3. Does the PR Police keep its officers informed about the process and achievements of the Reform?

Seven out of ten police officers indicate that they have been kept informed about the reform process. The oldest and longest serving officers, as well as those from Aibonito have a higher mention of being kept informed.

- Just over one-third of the officers in San Juan and Aguadilla say they are not kept informed about the Reform process.

Table 4.1*Has PR Police Kept Citizens Informed About the Reform Process*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Yes	67.0	59.0	67.0	67.0	71.0 B	65.0	68.0	57.0	60.0	63.0	68.0 I	71.0 HIJ	65.0	68.0	77.0 MN	77.0	77.0
No	33.0	41.0 E	33.0	33.0	29.0	35.0	32.0	43.0 L	40.0 KL	37.0 L	32.0	29.0	35.0 O	32.0 O	23.0	23.0	23.0
Frequency																	
Yes	1342	48	365	679	250	366	976	45	123	164	312	698	933	178	148	36	47
No	651	34	181	336	100	195	456	34	83	97	147	290	501	82	43	11	14
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q4. And, does the PR Police keep citizens informed about the process and achievements of the Reform?

Table 4.2*Has PR Police Kept Citizens Informed About the Reform Process*

TOTAL		POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters
Percentage (%)															
Z-test		(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)
Yes	67.0	62.0	63.0	68.0	71.0	69.0	72.0	64.0	70.0	63.0	65.0	65.0	68.0	76.0	68.0
No	33.0	38.0	37.0	32.0	29.0	31.0	28.0	36.0	30.0	37.0	35.0	35.0	32.0	RSX 24.0	32.0
		d	d					d							
Frequency															
Yes	1342	119	91	148	77	99	96	132	100	53	90	43	51	75	168
No	651	72	54	69	31	44	37	73	42	31	49	23	24	24	78
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

NotesZ-test = Significant Level 95% - Examined Columns **RSTUVWXYZabcde**.

** Significantly higher than > 5 police areas.

Q4. And, does the PR Police keep citizens informed about the process and achievements of the Reform?

Two-thirds of the officers state that the PR Police has kept citizens informed about the Reform process.

- The No response is higher among younger age officers (24 to 34 years old), among officers with PO and SGT ranks and increases the lower the number of years in service.

PROFESSIONALISM

The main objectives of the Professionalization compliance area are for the PRPD to develop processes and mechanisms that promote professional, ethical, and respectful policing services to effectively address Puerto Rico's public safety challenges; consistently and uniformly apply constitutional police practices; build public confidence; and strengthen its institutional structures. PRPD shall promote continuous performance improvement among all PRPD personnel that regularly identifies problems or challenges, assesses causal or contributing factors, and takes reasonable measures to achieve performance expectations in areas related to this Agreement. ("Agreement" ¶ 12)

Table 5.1*Level of Agreement on the Respectful Manner PR Police Officers Act when Intervening with Citizens*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
	24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO	
Percentage (%)																	
Z-test	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	
(5) Totally agree	76.8	70.7	73.4	77.9 C	80.3 C	74.9	77.6	67.1	73.8	73.9	79.7 H	77.6 H	77.0	78.1	77.0	76.6	67.2
(4) Somewhat agree	19.8	23.2	22.5	19.0	17.1	21.6	19.1	27.8 K	22.3	19.2	18.1	19.6	19.2	19.6	22.0	21.3	27.9
(3) Nor agree, nor disagree	2.2	4.9	2.0	2.2	2.0	2.5	2.1	5.1 L	1.5	4.6 KL	1.7	1.7	2.5	1.9	1.0	—	1.6
(2) Somewhat disagree	0.9	—	1.5	0.8	0.6	0.9	0.9	—	1.5	1.9 K	0.2	0.9	1.0	0.4	—	2.1 O	3.3 NO
(1) Totally disagree	0.3	1.2 DE	0.5	0.1	—	0.2	0.3	—	1.0 L	0.4	0.2	0.1	0.3	—	—	—	—
TOP 2 BOX (4, 5)	96.6	93.9	96.0	96.9	97.4	96.4	96.7	94.9	96.1	93.1	97.8 J	97.3 J	96.2	97.7	99.0 M	97.9	95.1
BOT 2 BOX (1, 2)	1.2	1.2	2.0	0.9	0.6	1.1	1.2	—	2.4 K	2.3 K	0.4	1.0	1.3	0.4	—	2.1 O	3.3 NO
AVERAGE	4.7	4.6	4.7	4.7 C	4.8 BC	4.7	4.7	4.6	4.7	4.6	4.8 HIJ	4.7 J	4.7	4.8 Q	4.8 Q	4.7	4.6
Frequency																	
(5) Totally agree	1531	58	401	791	281	420	1111	53	152	193	366	767	1104	203	147	36	41
(4) Somewhat agree	395	19	123	193	60	121	274	22	46	50	83	194	275	51	42	10	17
(3) Nor agree, nor disagree	44	4	11	22	7	14	30	4	3	12	8	17	36	5	2	—	1
(2) Somewhat disagree	18	—	8	8	2	5	13	—	3	5	1	9	14	1	—	1	2
(1) Totally disagree	5	1	3	1	—	1	4	—	2	1	1	1	5	—	—	—	—
TOP 2 BOX (4, 5)	1926	77	524	984	341	541	1385	75	198	243	449	961	1379	254	189	46	58
BOT 2 BOX (1, 2)	23	1	11	9	2	6	17	—	5	6	2	10	19	1	—	1	2
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q5. How much do you agree that the members of the PR Police act respectfully when they intervene with citizens?

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Table 5.2

Level of Agreement on the Respectful Manner PR Police Officers Act when Intervening with Citizens

	TOTAL	POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters
Percentage (%)															
Z-test		(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)
(5) Totally agree	76.8	77.0	81.4 b	74.7	77.8	76.2	75.9	81.0 b	74.6	73.8	75.5	68.2	81.3	76.8	76.8
(4) Somewhat agree	19.8	19.9	17.2	22.6	20.4	21.0	19.5	17.1	20.4	20.2	22.3	25.8	13.3	22.2	17.9
(3) Nor agree, nor disagree	2.2	2.1	0.7	0.9	0.9	1.4	3.8	2.0	4.2 Td	4.8 STd	1.4	4.5 d	2.7	—	3.3
(2) Somewhat disagree	0.9	0.5	0.7	1.4	0.9	1.4	0.8	—	0.7	1.2	0.7	1.5	1.3	1.0	1.2
(1) Totally disagree	0.3	0.5	—	0.5	—	—	—	—	—	—	—	—	1.3	—	0.8
TOP 2 BOX (4, 5)	96.6	96.9	98.6	97.2	98.1	97.2	95.5	98.0	95.1	94.0	97.8	93.9	94.7	99.0	94.7
BOT 2 BOX (1, 2)	1.2	1.0	0.7	1.8	0.9	1.4	0.8	—	0.7	1.2	0.7	1.5	2.7 x	1.0	2.0 x
AVERAGE	4.7	4.7	4.8 b	4.7	4.8	4.7	4.7	4.8 b	4.7	4.7	4.7	4.6	4.7	4.8	4.7
Frequency															
(5) Totally agree	1531	147	118	162	84	109	101	166	106	62	105	45	61	76	189
(4) Somewhat agree	395	38	25	49	22	30	26	35	29	17	31	17	10	22	44
(3) Nor agree, nor disagree	44	4	1	2	1	2	5	4	6	4	2	3	2	—	8
(2) Somewhat disagree	18	1	1	3	1	2	1	—	1	1	1	1	1	1	3
(1) Totally disagree	5	1	—	1	—	—	—	—	—	—	—	—	1	—	2
TOP 2 BOX (4, 5)	1926	185	143	211	106	139	127	201	135	79	136	62	71	98	233
BOT 2 BOX (1, 2)	23	2	1	4	1	2	1	—	1	1	1	1	2	1	5
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q5. How much do you agree that the members of the PR Police act respectfully when they intervene with citizens?

Almost all officers agree to some degree that the police officers act in a respectful manner when intervening with citizens.

- This agreement level is once again higher among older officers who have served the longest.

Table 6.1

Supervisors Communicate with Their Subordinates Police Officers in a Professional Manner

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
		Percentage (%)															
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Yes	73.0	66.0	68.0	73.0	79.0 BCD	70.0	73.0	71.0	66.0	72.0	72.0	75.0 I	68.0	85.0 M	85.0 M	81.0	87.0 M
No	27.0	34.0 E	32.0 E	27.0 E	21.0	30.0	27.0	29.0	34.0 L	28.0	28.0	25.0	32.0 NOQ	15.0	15.0	19.0	13.0
Frequency																	
Yes	1445	54	374	739	278	395	1050	56	135	187	329	738	972	220	162	38	53
No	548	28	172	276	72	166	382	23	71	74	130	250	462	40	29	9	8
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q6. And do you find that supervisors communicate with their subordinates in a professional manner?

Table 6.2*Supervisors Communicate with Their Subordinates Police Officers in a Professional Manner*

TOTAL		POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters
Percentage (%)															
Z-test		(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)
Yes	73.0	72.0	66.0	73.0	79.0 S	73.0	68.0	73.0	71.0	74.0	68.0	80.0 S	67.0	82.0 SWac	74.0
No	27.0	28.0	34.0 Ubd	27.0	21.0	27.0	32.0 d	27.0	29.0	26.0	32.0 d	20.0	33.0 d	18.0	26.0
Frequency															
Yes	1445	137	96	158	85	105	90	149	101	62	95	53	50	81	183
No	548	54	49	59	23	38	43	56	41	22	44	13	25	18	63
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q6. And do you find that supervisors communicate with their subordinates in a professional manner?

Nearly three out of four police officers indicate that supervisors do communicate with the subordinates in a professional manner.

- One-third of younger age officers (specifically from 24 to 44 years old), those with 10-14 years of experience, those with a PO rank, and officers from Arecibo, Caguas, Aguadilla and Fajardo indicate that it is a No with regards to supervisors communicating in a professional manners.

Table 7.1*PR Police Officers Receive the Appropriate Technical Training and Supervision to Promote Ethical Behavior*

	TOTAL	AGE				GENDER		YEARS IN SERVICE						OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO	
Percentage (%)																		
Z-test	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)		
Yes	81.0	79.0	75.0	83.0 C	84.0 C	78.0	82.0 F	80.0	76.0	77.0	80.0	83.0 IJ	79.0	87.0 MQ	86.0 M	85.0	75.0	
No	19.0	21.0	25.0 DE	17.0	16.0	22.0 G	18.0	20.0	24.0 L	23.0 L	20.0	17.0	21.0 NO	13.0	14.0	15.0	25.0 N	
Frequency																		
Yes	1610	65	411	840	294	436	1174	63	156	202	367	822	1135	225	164	40	46	
No	383	17	135	175	56	125	258	16	50	59	92	166	299	35	27	7	15	
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61	

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q7. Does the PR Police receive adequate technical training and supervision to promote ethical behavior?

Table 7.2

PR Police Officers Receive the Appropriate Technical Training and Supervision to Promote Ethical Behavior

TOTAL		POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters
Percentage (%)															
Z-test		(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)
Yes	81.0	75.0	83.0	85.0	84.0	80.0	74.0	75.0	79.0	83.0	76.0	83.0	84.0	83.0	87.0
			W	RWXa	W										RWXYa
No	19.0	25.0	17.0	15.0	16.0	20.0	26.0	25.0	21.0	17.0	24.0	17.0	16.0	17.0	13.0
		Te					STUe	Te	e		Te				
Frequency															
Yes	1610	144	121	184	91	115	98	154	112	70	106	55	63	82	215
No	383	47	24	33	17	28	35	51	30	14	33	11	12	17	31
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q7. Does the PR Police receive adequate technical training and supervision to promote ethical behavior?

Eight out of ten officers indicate that the PR Police does receive the appropriate technical training and supervision to promote ethical behavior.

- There is a slightly more notable negative response with regards to this technical training (around 1 out of four who say No) among 35–44-year-olds, officers with 10 to 19 years of experience, EXO rank officers, and those from the San Juan Caguas, Bayamón and Aguadilla areas.

Table 8.1

Officers Have Adequate Mechanisms to Report Unethical Behavior within the PR Police

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Yes	77.0	76.0	72.0	79.0 C	83.0 C	78.0	77.0	75.0	73.0	74.0	75.0	80.0 IJK	76.0	78.0	84.0 M	79.0	87.0
No	23.0	24.0	28.0 DE	21.0	17.0	22.0	23.0	25.0	27.0 L	26.0 L	25.0 L	20.0	24.0 O	22.0	16.0	21.0	13.0
Frequency																	
Yes	1543	62	394	797	290	437	1106	59	151	193	345	795	1090	203	160	37	53
No	450	20	152	218	60	124	326	20	55	68	114	193	344	57	31	10	8
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q8. Do officers have adequate mechanisms to report unethical behavior within the PR Police?

Table 8.2

Officers Have Adequate Mechanisms to Report Unethical Behavior within the PR Police

TOTAL		POLICE AREA														Head- quarters
	San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito			
Percentage (%)																
Z-test	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)		
Yes	77.0	74.0	70.0	78.0	78.0	79.0	74.0	77.0	78.0	79.0	73.0	83.0	72.0	85.0	84.0	
No	23.0	26.0 de	30.0 bde	22.0	22.0	21.0	26.0 de	23.0	22.0	21.0	27.0 de	17.0	28.0 de	15.0	16.0	
Frequency																
Yes	1543	142	102	169	84	113	98	157	111	66	102	55	54	84	206	
No	450	49	43	48	24	30	35	48	31	18	37	11	21	15	40	
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246	

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q8. Do officers have adequate mechanisms to report unethical behavior within the PR Police?

Three out of four officers also indicate that there are adequate mechanisms in place to report unethical behavior within the PR Police.

- This Yes response is higher among older age officers, those with 25+ years of experience, those with ranks of 2nd LT and EXO and those officers from the Utua, Aibonito and Headquarters areas.

Table 9.1

Level of Agreement that the Promotion Processes Are Transparent, Equitable and Fair

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
(5) Totally agree	24.5	12.2	25.3	24.1	27.4	22.3	25.4	15.2	19.9	23.4	28.5	24.7	23.8	23.5	28.8	29.8	27.9
(4) Somewhat agree	35.8	43.9	33.2	37.3	33.4	36.9	35.3	41.8	33.5	34.1	34.4	36.8	34.9	41.5	37.2	27.7	34.4
(3) Nor agree, nor disagree	15.8	20.7	16.3	16.2	12.9	17.5	15.2	20.3	21.8	15.3	14.8	14.8	17.6	11.2	11.5	12.8	8.2
(2) Somewhat disagree	11.2	7.3	10.4	11.3	13.1	10.5	11.5	11.4	7.8	15.7	10.9	10.9	11.4	8.8	12.0	10.6	14.8
(1) Totally disagree	12.6	15.9	14.8	11.0	13.1	12.8	12.6	11.4	17.0	11.5	11.3	12.8	12.2	15.0	10.5	19.1	14.8
TOP 2 BOX (4, 5)	60.3	56.1	58.4	61.5	60.9	59.2	60.8	57.0	53.4	57.5	63.0	61.5	58.7	65.0	66.0	57.4	62.3
BOT 2 BOX (1, 2)	23.9	23.2	25.3	22.4	26.3	23.4	24.1	22.8	24.8	27.2	22.2	23.7	23.6	23.8	22.5	29.8	29.5
AVERAGE	3.5	3.3	3.4	3.5	3.5	3.5	3.5	3.4	3.3	3.4	3.6	3.5	3.5	3.5	3.6	3.4	3.5
Frequency																	
(5) Totally agree	489	10	138	245	96	125	364	12	41	61	131	244	342	61	55	14	17
(4) Somewhat agree	713	36	181	379	117	207	506	33	69	89	158	364	500	108	71	13	21
(3) Nor agree, nor disagree	315	17	89	164	45	98	217	16	45	40	68	146	253	29	22	6	5
(2) Somewhat disagree	224	6	57	115	46	59	165	9	16	41	50	108	164	23	23	5	9
(1) Totally disagree	252	13	81	112	46	72	180	9	35	30	52	126	175	39	20	9	9
TOP 2 BOX (4, 5)	1202	46	319	624	213	332	870	45	110	150	289	608	842	169	126	27	38
BOT 2 BOX (1, 2)	476	19	138	227	92	131	345	18	51	71	102	234	339	62	43	14	18
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q9. How much do you agree that the promotion processes are transparent, equitable, and fair?

Table 9.2

Level of Agreement that the Promotion Processes Are Transparent, Equitable and Fair

TOTAL		POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utuado	Fajardo	Aibonito	Head-quarters
Percentage (%)															
Z-test		(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)
(5) Totally agree	24.5	28.8	21.4	24.0	22.2	25.9	21.8	25.4	25.4	26.2	20.9	19.7	20.0	36.4 **	23.6
(4) Somewhat agree	35.8	27.2	38.6 R	39.2 RW	39.8 R	40.6 RW	28.6	31.7	40.1 RW	35.7	41.0 RW	40.9 R	34.7	35.4	34.1
(3) Nor agree, nor disagree	15.8	18.8 V	15.9 V	16.1 V	13.0	7.7	15.8 V	17.6 V	16.2 V	17.9 V	14.4	16.7	17.3 V	12.1	18.3 V
(2) Somewhat disagree	11.2	9.9	11.7	12.0	9.3	15.4 d	15.0 d	10.2	9.2	9.5	8.6	13.6	16.0 d	5.1	12.2 d
(1) Totally disagree	12.6	15.2 T	12.4	8.8	15.7	10.5	18.8 TY	15.1 T	9.2	10.7	15.1	9.1	12.0	11.1	11.8
TOP 2 BOX (4, 5)	60.3	56.0	60.0	63.1 W	62.0	66.4 W	50.4	57.1	65.5 W	61.9	61.9	60.6	54.7	71.7 RWXce	57.7
BOT 2 BOX (1, 2)	23.9	25.1	24.1	20.7	25.0	25.9	33.8 TYZde	25.4	18.3	20.2	23.7	22.7	28.0	16.2	24.0
AVERAGE	3.5	3.5	3.5	3.6 W	3.4	3.6 W	3.2	3.4	3.6 W	3.6	3.4	3.5	3.4	3.8 **	3.5
Frequency															
(5) Totally agree	489	55	31	52	24	37	29	52	36	22	29	13	15	36	58
(4) Somewhat agree	713	52	56	85	43	58	38	65	57	30	57	27	26	35	84
(3) Nor agree, nor disagree	315	36	23	35	14	11	21	36	23	15	20	11	13	12	45
(2) Somewhat disagree	224	19	17	26	10	22	20	21	13	8	12	9	12	5	30
(1) Totally disagree	252	29	18	19	17	15	25	31	13	9	21	6	9	11	29
TOP 2 BOX (4, 5)	1202	107	87	137	67	95	67	117	93	52	86	40	41	71	142
BOT 2 BOX (1, 2)	476	48	35	45	27	37	45	52	26	17	33	15	21	16	59
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

NotesZ-test = Significant Level 95% - Examined Columns **RSTUVWXYZabcde**.

** Significantly higher than > 5 police areas.

Q9. How much do you agree that the promotion processes are transparent, equitable, and fair?

Only six out of ten officers agree to some degree that the promotion processes are transparent, equitable and fair. One out of four officers indicate some level of disagreement with this indicator.

- Agreement is higher in the Aibonito, Carolina and Mayagüez areas, while disagreement with this indicator is higher in the Caguas area.

USE OF FORCE

The main objectives of the Use of Force compliance area are that PRPD officers shall use force in accordance with the rights, privileges, and immunities secured or protected by the Constitution or laws of the United States and the Commonwealth of Puerto Rico, and shall prohibit the use of unreasonable force. PRPD shall develop policies and procedures that enable officers to rely primarily on non-force techniques to effectively police; use force only when necessary; and de-escalate the use of force at the earliest possible moment. (“Agreement” ¶ 22)

Table 10.1

Level of Agreement that PR Police Officers Have Been Trained with Modern Techniques to Prevent the Excessive Use of Force When Intervening with Citizens

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
		Percentage (%)															
		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
(5) Totally agree	70.6	59.8	64.8	71.4	80.0	68.6	71.4	59.5	63.1	71.3	68.8	73.8	67.8	78.1	79.1	70.2	80.3
				BC	BCD					H		HI		M	M		M
(4) Somewhat agree	23.4	25.6	26.9	23.6	16.6	24.6	22.9	25.3	28.6	23.4	24.8	21.5	25.4	18.1	16.8	27.7	16.4
			E	E					L				NO				
(3) Nor agree, nor disagree	3.1	9.8	4.6	2.3	1.7	3.6	2.9	11.4	4.9	2.3	2.6	2.5	3.8	2.3	1.0	—	—
		DE	DE					IJKL									
(2) Somewhat disagree	1.9	1.2	1.6	2.3	1.1	1.8	1.9	1.3	1.5	1.9	2.2	1.8	1.8	1.5	2.1	2.1	3.3
(1) Totally disagree	1.0	3.7	2.0	0.4	0.6	1.4	0.8	2.5	1.9	1.1	1.5	0.4	1.3	—	1.0	—	—
		DE	D					L	L		L						
TOP 2 BOX (4, 5)	94.0	85.4	91.8	95.1	96.6	93.2	94.3	84.8	91.7	94.6	93.7	95.2	93.2	96.2	95.8	97.9	96.7
				BC	BC					H	H	HI					
BOT 2 BOX (1, 2)	2.9	4.9	3.7	2.7	1.7	3.2	2.7	3.8	3.4	3.1	3.7	2.2	3.1	1.5	3.1	2.1	3.3
AVERAGE	4.6	4.4	4.5	4.6	4.7	4.6	4.6	4.4	4.5	4.6	4.6	4.7	4.6	4.7	4.7	4.7	4.7
				BC	BCD					H	H	HIK		M	M		
		Frequency															
(5) Totally agree	1408	49	354	725	280	385	1023	47	130	186	316	729	972	203	151	33	49
(4) Somewhat agree	466	21	147	240	58	138	328	20	59	61	114	212	364	47	32	13	10
(3) Nor agree, nor disagree	62	8	25	23	6	20	42	9	10	6	12	25	54	6	2	—	—
(2) Somewhat disagree	37	1	9	23	4	10	27	1	3	5	10	18	26	4	4	1	2
(1) Totally disagree	20	3	11	4	2	8	12	2	4	3	7	4	18	—	2	—	—
TOP 2 BOX (4, 5)	1874	70	501	965	338	523	1351	67	189	247	430	941	1336	250	183	46	59
BOT 2 BOX (1, 2)	57	4	20	27	6	18	39	3	7	8	17	22	44	4	6	1	2
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPO.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q10. How much do you agree that the PR Police has trained its members with modern techniques necessary to prevent the excessive use of force when intervening with citizens?

Table 10.2*Level of Agreement that PR Police Officers Have Been Trained with Modern Techniques to Prevent the Excessive Use of Force When Intervening with Citizens*

TOTAL		POLICE AREA														Head- quarters
	San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito			
Percentage (%)																
Z-test		(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)	
(5) Totally agree	70.6	69.1 a	76.6 ac	74.2 ac	73.1 a	70.6 a	75.2 ac	68.3	69.0	69.0	58.3	72.7 a	61.3	75.8 ac	72.4 a	
(4) Somewhat agree	23.4	20.4	20.7	23.5	18.5	21.0	16.5	26.3 w	23.9	27.4	34.5 **	25.8	32.0 RUW	22.2	21.1	
(3) Nor agree, nor disagree	3.1	4.7	1.4	1.8	3.7	4.9	3.0	2.4	4.9	2.4	2.2	—	6.7 STbd	1.0	3.7	
(2) Somewhat disagree	1.9	2.6 T	1.4	—	4.6 TYd	1.4	3.0 T	2.4 T	0.7	1.2	5.0 TYcd	1.5	—	—	1.6	
(1) Totally disagree	1.0	3.1 STXa	—	0.5	—	2.1	2.3	0.5	1.4	—	—	—	—	1.0	1.2	
TOP 2 BOX (4, 5)	94.0	89.5	97.2 RUVW	97.7 **	91.7	91.6	91.7	94.6	93.0	96.4	92.8	98.5 R	93.3	98.0 RUVW	93.5	
BOT 2 BOX (1, 2)	2.9	5.8 STc	1.4	0.5	4.6 T	3.5 T	5.3 Tc	2.9 T	2.1	1.2	5.0 Tc	1.5	—	1.0	2.8	
AVERAGE	4.6	4.5	4.7 Rac	4.7 RVac	4.6	4.6	4.6	4.6	4.6	4.6	4.5	4.7 a	4.6	4.7 Ra	4.6	
Frequency																
(5) Totally agree	1408	132	111	161	79	101	100	140	98	58	81	48	46	75	178	
(4) Somewhat agree	466	39	30	51	20	30	22	54	34	23	48	17	24	22	52	
(3) Nor agree, nor disagree	62	9	2	4	4	7	4	5	7	2	3	—	5	1	9	
(2) Somewhat disagree	37	5	2	—	5	2	4	5	1	1	7	1	—	—	4	
(1) Totally disagree	20	6	—	1	—	3	3	1	2	—	—	—	—	1	3	
TOP 2 BOX (4, 5)	1874	171	141	212	99	131	122	194	132	81	129	65	70	97	230	
BOT 2 BOX (1, 2)	57	11	2	1	5	5	7	6	3	1	7	1	—	1	7	
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246	

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q10. How much do you agree that the PR Police has trained its members with modern techniques necessary to prevent the excessive use of force when intervening with citizens?

Almost all officers agree that the PR Police have been trained with modern techniques to prevent the excessive use of force when intervening with citizens.

- Agreement is highest among officers with a at least 15 years of experience, while being lower among the youngest age and less service time officer groups.

Table 11.1*PR Police Officers Respect and Protect the Right to Free Expression of Citizens When Responding to a Demonstration*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK					
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO	
		Percentage (%)																
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	
Yes	99.0	99.0	99.0	99.0	99.0	99.0	99.0	100.0	99.0	99.0	98.0	99.0	99.0	99.0	100.0	100.0	100.0	
No	1.0	1.0	1.0	1.0	1.0	1.0	1.0	—	1.0	1.0	2.0	1.0	1.0	1.0	—	—	—	
Frequency																		
Yes	1969	81	539	1003	346	554	1415	79	204	259	449	978	1413	257	191	47	61	
No	24	1	7	12	4	7	17	—	2	2	10	10	21	3	—	—	—	
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61	

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q11. Do you consider that members of the Police respect and protect the right to free expression of citizens when responding to a demonstration such as: strikes, marches, etc.?

Table 11.2*PR Police Officers Respect and Protect the Right to Free Expression of Citizens When Responding to a Demonstration*

TOTAL		POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters
Percentage (%)															
Z-test		(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)
Yes	99.0	98.0	99.0	98.0	100.0 ^a	100.0 ^a	99.0	100.0 ^a	100.0 ^a	99.0	96.0 ^{UVXYe}	98.0	100.0	98.0	99.0 ^a
No	1.0	2.0	1.0	2.0	—	—	1.0	—	—	1.0	4.0 ^{UVXYe}	2.0	—	2.0	1.0
Frequency															
Yes	1969	188	143	212	108	143	132	204	142	83	133	65	75	97	244
No	24	3	2	5	—	—	1	1	—	1	6	1	—	2	2
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

NotesZ-test = Significant Level 95% - Examined Columns **RSTUVWXYZabcde**.^{**} Significantly higher than > 5 police areas.

Q11. Do you consider that members of the Police respect and protect the right to free expression of citizens when responding to a demonstration such as: strikes, marches, etc.?

Virtually all officers agree that the PR Police respect and protect the citizens' right to free expression when they respond to a demonstration.

Table 12.1*Resources that PR Police Officers Have to Protect Citizens' Right to Free Expression During A Demonstration or Conglomeration of People Situation*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
(1) Have received training, but do not have the right equipment	59.0	46.0	60.0	61.0	56.0	58.0	59.0	57.0	52.0	58.0	62.0	60.0	59.0	58.0	68.0	64.0	36.0
			B	B							I	I	Q	Q	MNQ	Q	
(2) Have not received training, but have the right equipment	35.0	44.0	34.0	34.0	40.0	36.0	35.0	37.0	38.0	37.0	32.0	36.0	35.0	37.0	31.0	30.0	57.0
					CD												MNOP
(3) Have received the training and have the right equipment	1.0	5.0	1.0	2.0	—	2.0	1.0	3.0	2.0	2.0	1.0	1.0	2.0	1.0	—	—	3.0
		CE		E													O
(4) Have not received training, nor do have the right equipment	4.0	5.0	6.0	4.0	3.0	4.0	4.0	4.0	8.0	3.0	5.0	3.0	4.0	5.0	2.0	6.0	3.0
			D						JL								
TRAINING (1, 3)	94.0	90.0	93.0	94.0	97.0	94.0	94.0	94.0	90.0	95.0	94.0	96.0	94.0	94.0	98.0	94.0	93.0
					BC					I		I			MNQ		
RIGHT EQUIPMENT (2, 3)	37.0	49.0	35.0	36.0	40.0	38.0	36.0	39.0	40.0	39.0	33.0	37.0	37.0	38.0	31.0	30.0	61.0
		CD															MNOP
Frequency																	
(1) Have received training, but do not have the right equipment	1176	38	326	615	197	327	849	45	107	151	285	588	845	150	129	30	22
(2) Have not received training, but have the right equipment	705	36	184	344	141	201	504	29	78	96	146	356	502	95	59	14	35
(3) Have received the training and have the right equipment	29	4	5	20	—	11	18	2	5	5	6	11	24	3	—	—	2
(4) Have not received training, nor do have the right equipment	83	4	31	36	12	22	61	3	16	9	22	33	63	12	3	3	2
TRAINING (1, 3)	1881	74	510	959	338	528	1353	74	185	247	431	944	1347	245	188	44	57
RIGHT EQUIPMENT (2, 3)	734	40	189	364	141	212	522	31	83	101	152	367	526	98	59	14	37
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

NotesZ-test = Significant Level 95% - Examined Columns **BCDE, FG, HIJKL, MNOPQ**.Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q12. Which of the following alternatives best describes the resources you have to protect the right to free expression of citizens during a demonstration or situation of conglomeration of people?

Table 12.2*Resources that PR Police Officers Have to Protect Citizens' Right to Free Expression During A Demonstration or Conglomeration of People Situation*

TOTAL		POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters
Percentage (%)															
Z-test		(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)
(1) Have received training, but do not have the right equipment	59.0	56.0	63.0	65.0	58.0	67.0	53.0	58.0	63.0	62.0	68.0	50.0	65.0	55.0	47.0
			e	Wbe	e	RWbde		e	e	e	RWbde		e		
(2) Have not received training, but have the right equipment	35.0	39.0	32.0	32.0	35.0	28.0	40.0	31.0	30.0	29.0	27.0	50.0	31.0	40.0	49.0
		Va					Va					**		Va	**
(3) Have received the training and have the right equipment	1.0	1.0	1.0	1.0	3.0	3.0	2.0	1.0	2.0	2.0	1.0	—	—	1.0	1.0
(4) Have not received training, nor do have the right equipment	4.0	4.0	3.0	2.0	4.0	2.0	5.0	10.0	5.0	7.0	3.0	—	4.0	4.0	3.0
								**		Tb					
TRAINING (1, 3)	94.0	95.0	95.0	97.0	94.0	95.0	93.0	89.0	93.0	90.0	96.0	100.0	96.0	95.0	96.0
		X	X	XZ		X					X	UWXYZ			X
RIGHT EQUIPMENT (2, 3)	37.0	40.0	33.0	33.0	38.0	31.0	41.0	32.0	32.0	31.0	29.0	50.0	31.0	41.0	50.0
		a					a					**		a	**
Frequency															
(1) Have received training, but do not have the right equipment	1176	107	92	140	63	96	71	119	90	52	95	33	49	54	115
(2) Have not received training, but have the right equipment	705	74	46	70	38	40	53	63	42	24	38	33	23	40	121
(3) Have received the training and have the right equipment	29	2	2	2	3	4	2	3	3	2	2	—	—	1	3
(4) Have not received training, nor do have the right equipment	83	8	5	5	4	3	7	20	7	6	4	—	3	4	7
TRAINING (1, 3)	1881	181	138	210	101	136	124	182	132	76	133	66	72	94	236
RIGHT EQUIPMENT (2, 3)	734	76	48	72	41	44	55	66	45	26	40	33	23	41	124
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q12. Which of the following alternatives best describes the resources you have to protect the right to free expression of citizens during a demonstration or situation of conglomeration of people?

Overall, almost all officers indicate that the have received training with regards the right of free expression during a demonstration, but there is some disagreement on whether they have the right equipment (over one half say they do not).

- Having the right equipment response is significantly higher among EXO officers, and those from the Utuado and Headquarters areas.

Table 13.1*PR Police Officers Have Received Effective Training to Intervene Appropriately with Citizens with Mental Health Problems*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Yes	54.0	59.0	51.0	53.0	58.0 C	53.0	54.0	63.0 K	53.0	54.0	50.0	55.0	55.0 P	54.0 P	52.0	38.0	43.0
No	46.0	41.0	49.0 E	47.0	42.0	47.0	46.0	37.0	47.0	46.0	50.0 H	45.0	45.0	46.0	48.0	62.0 MN	57.0
Frequency																	
Yes	1075	48	281	542	204	300	775	50	109	141	230	545	790	141	100	18	26
No	918	34	265	473	146	261	657	29	97	120	229	443	644	119	91	29	35
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q13. Have the members of the PR Police received effective training to intervene appropriately with citizens who have mental health problems?

Table 13.2*PR Police Officers Have Received Effective Training to Intervene Appropriately with Citizens with Mental Health Problems*

TOTAL					POLICE AREA										
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters
Percentage (%)															
Z-test		(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)
Yes	54.0	54.0 a	54.0 a	47.0	54.0	50.0	56.0 a	56.0 a	61.0 Tac	55.0	42.0	53.0	45.0	57.0 a	63.0 TVac
No	46.0	46.0	46.0	53.0 Ye	46.0	50.0 e	44.0	44.0	39.0	45.0	58.0 **	47.0	55.0 Ye	43.0	37.0
Frequency															
Yes	1075	104	79	101	58	71	75	115	86	46	59	35	34	56	156
No	918	87	66	116	50	72	58	90	56	38	80	31	41	43	90
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q13. Have the members of the PR Police received effective training to intervene appropriately with citizens who have mental health problems?

Officers are almost evenly divided on whether they have received effective training to intervene appropriately with citizens with mental health problems.

- In the Aguadilla, Fajardo, Ponce and Mayagüez areas there is a relatively higher No response to this indicator, with the Headquarters and Carolina areas being a bit more positive with their response. Among ranks, 1st LT and EXO officers indicate a higher No response as well.

SEARCHES AND SEIZURES

The main objectives of the Search and Seizures compliance area are that the PRPD shall ensure that all investigatory stops, searches, and arrests are conducted in accordance with the rights, privileges, or immunities secured or protected by the Constitution and laws of the United States and the Commonwealth of Puerto Rico. PRPD shall ensure that investigatory stops, searches, and arrests are conducted as part of effective crime prevention strategies that are consistent with community priorities for enforcement. (“Agreement” ¶ 58)

Table 14.1

PR Police Officers Explain the Reasons in a Clear and Respectful Manner when Intervene with a Citizen

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
		Percentage (%)															
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Yes	93.0	93.0	93.0	93.0	95.0	93.0	94.0	97.0	93.0	92.0	93.0	94.0	93.0	94.0	92.0	91.0	97.0
No	7.0	7.0	7.0	7.0	5.0	7.0	6.0	3.0	7.0	8.0	7.0	6.0	7.0	6.0	8.0	9.0	3.0
		Frequency															
Yes	1863	76	509	947	331	520	1343	77	191	241	425	929	1340	245	176	43	59
No	130	6	37	68	19	41	89	2	15	20	34	59	94	15	15	4	2
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q14. Do the members of the PR Police explain in a clear and respectful way the reasons when they intervene with a citizen?

Table 14.2

PR Police Officers Explain the Reasons in a Clear and Respectful Manner when Intervene with a Citizen

	TOTAL	POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters
		Percentage (%)													
Z-test		(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)
Yes	93.0	95.0	93.0	92.0	92.0	93.0	95.0	95.0	94.0	94.0	92.0	94.0	91.0	92.0	95.0
No	7.0	5.0	7.0	8.0	8.0	7.0	5.0	5.0	6.0	6.0	8.0	6.0	9.0	8.0	5.0
		Frequency													
Yes	1863	181	135	200	99	133	126	194	134	79	128	62	68	91	233
No	130	10	10	17	9	10	7	11	8	5	11	4	7	8	13
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q14. Do the members of the PR Police explain in a clear and respectful way the reasons when they intervene with a citizen?

Nine out of ten officers agree that PR Police officers explain the reasons for intervening with a citizen in a clear and respectful manner.

Table 15.1

PR Police Officers Frequency that Have Justified Reasons When Make Arrests, Searches or Seizures of Any Citizen or Property, or Seizures Based on Probable Cause as Established By Law

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
	24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO	
Percentage (%)																	
Z-test	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	
Always	54.0	59.0	54.0	55.0	49.0	52.0	54.0	51.0	61.0	52.0	54.0	52.0	54.0	50.0	54.0	59.0	
Most of the time	45.0	39.0	44.0	44.0	49.0	45.0	44.0	47.0	36.0	46.0	44.0	46.0	44.0	49.0	45.0	41.0	
Sometimes	2.0	2.0	3.0	1.0	2.0	2.0	1.0	3.0	3.0	2.0	2.0	1.0	2.0	1.0	1.0	—	
Almost never	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
Never	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
Frequency																	
Always	1068	48	293	556	171	291	777	40	126	136	248	518	774	130	103	36	
Most of the time	891	32	239	447	173	255	636	37	74	121	204	455	630	128	86	25	
Sometimes	33	2	14	11	6	14	19	2	6	4	7	14	29	2	2	—	
Almost never	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
Never	1	—	—	1	—	1	—	—	—	—	1	1	—	—	—	—	
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	61	

Notes

Z-test = Significant Level 95% - Examined Columns **BCDE, FG, HIJKL, MNOPO**.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q15. How often do members of the PR Police have justified reasons when they make arrests, searches or raids on any citizen or property, or make seizures based on probable cause as established by law?

Table 15.2

PR Police Officers Frequency that Have Justified Reasons When Make Arrests, Searches or Seizures of Any Citizen or Property, or Seizures Based on Probable Cause as Established By Law

TOTAL		POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters
Percentage (%)															
Z-test		(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)
Always	54.0	51.0	61.0 UXZ	53.0	46.0	66.0 **	52.0	50.0	53.0	44.0	54.0	59.0	49.0	58.0	54.0
Most of the time	45.0	47.0 V	38.0	45.0 V	51.0 SV	34.0	47.0 V	49.0 SV	44.0	54.0 SV	44.0	38.0	49.0 V	42.0	44.0
Sometimes	2.0	2.0	1.0	2.0	3.0 V	—	2.0	1.0	3.0 V	2.0	2.0	3.0 V	1.0	—	2.0
Almost never	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Never	—	1.0	—	—	—	—	—	—	—	—	—	—	—	—	—
Frequency															
Always	1068	98	88	114	50	94	69	102	75	37	75	39	37	57	133
Most of the time	891	89	55	98	55	49	62	101	63	45	61	25	37	42	109
Sometimes	33	3	2	5	3	0	2	2	4	2	3	2	1	—	4
Almost never	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Never	1	1	—	—	—	—	—	—	—	—	—	—	—	—	—
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns **RSTUVWXYZabcde**.

** Significantly higher than > 5 police areas.

Q15. How often do members of the PR Police have justified reasons when they make arrests, searches or raids on any citizen or property, or make seizures based on probable cause as established by law?

Virtually all officers agree that PR police officer have justified reasons at least most of the time when making arrests, searches or seizures of any citizen or property based on probable cause.

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Table 16.1

Treatment Provided By PR Police Officers to Citizens During Interventions

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
(4) Very appropriate	71.5	73.2	70.3	70.7	74.9	66.7	73.3	72.2	72.8	69.3	71.9	71.5	70.9	71.9	77.0	63.8	70.5
(3) Somewhat appropriate	27.7	25.6	28.4	28.5	24.9	32.4	25.8	27.8	25.2	29.9	27.5	27.7	28.2	27.3	23.0	34.0	27.9
(2) Somewhat inappropriate	0.8	1.2	1.1	0.8	0.3	0.9	0.8	—	1.9	0.4	0.7	0.8	0.8	0.8	—	2.1	1.6
(1) Very inappropriate	0.1	—	0.2	—	—	—	0.1	—	—	0.4	—	—	0.1	—	—	—	—
TOP 2 BOX (3, 4)	99.1	98.8	98.7	99.2	99.7	99.1	99.2	100.0	98.1	99.2	99.3	99.2	99.1	99.2	100.0	97.9	98.4
BOT 2 BOX (1, 2)	0.9	1.2	1.3	0.8	0.3	0.9	0.8	—	1.9	0.8	0.7	0.8	0.9	0.8	—	2.1	1.6
AVERAGE	3.7	3.7	3.7	3.7	3.8	3.7	3.7	3.7	3.7	3.7	3.7	3.7	3.7	3.7	3.8	3.6	3.7
Frequency																	
(4) Very appropriate	1424	60	384	718	262	374	1050	57	150	181	330	706	1017	187	147	30	43
(3) Somewhat appropriate	552	21	155	289	87	182	370	22	52	78	126	274	404	71	44	16	17
(2) Somewhat inappropriate	16	1	6	8	1	5	11	—	4	1	3	8	12	2	—	1	1
(1) Very inappropriate	1	—	1	—	—	—	1	—	—	1	—	—	1	—	—	—	—
TOP 2 BOX (3, 4)	1976	81	539	1007	349	556	1420	79	202	259	456	980	1421	258	191	46	60
BOT 2 BOX (1, 2)	17	1	7	8	1	5	12	—	4	2	3	8	13	2	—	1	1
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPO.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q16. How would you describe the treatment provided by the members of the PR Police to the citizens during the interventions?

Table 16.2

Treatment Provided By PR Police Officers to Citizens During Interventions

TOTAL		POLICE AREA														Head- quarters
	San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito			
Percentage (%)																
Z-test	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)		
(4) Very appropriate	71.5	73.3	77.2 T	65.0	73.1	69.2	72.9	75.1 T	67.6	66.7	76.3 T	66.7	69.3	69.7	72.8	
(3) Somewhat appropriate	27.7	25.7	22.1	34.1 Sx	25.0	29.4	26.3	24.9	31.7	32.1	22.3	33.3	29.3	30.3	26.4	
(2) Somewhat inappropriate	0.8	1.0	0.7	0.5	1.9	1.4	0.8	—	0.7	1.2	1.4	—	1.3	—	0.8	
(1) Very inappropriate	0.1	—	—	0.5	—	—	—	—	—	—	—	—	—	—	—	
TOP 2 BOX (3, 4)	99.1	99.0	99.3	99.1	98.1	98.6	99.2	100.0	99.3	98.8	98.6	100.0	98.7	100.0	99.2	
BOT 2 BOX (1, 2)	0.9	1.0	0.7	0.9	1.9	1.4	0.8	—	0.7	1.2	1.4	—	1.3	—	0.8	
AVERAGE	3.7	3.7	3.8 T	3.6	3.7	3.7	3.7	3.8 T	3.7	3.7	3.8 T	3.7	3.7	3.7	3.7	
Frequency																
(4) Very appropriate	1424	140	112	141	79	99	97	154	96	56	106	44	52	69	179	
(3) Somewhat appropriate	552	49	32	74	27	42	35	51	45	27	31	22	22	30	65	
(2) Somewhat inappropriate	16	2	1	1	2	2	1	—	1	1	2	—	1	—	2	
(1) Very inappropriate	1	—	—	1	—	—	—	—	—	—	—	—	—	—	—	
TOP 2 BOX (3, 4)	1976	189	144	215	106	141	132	205	141	83	137	66	74	99	244	
BOT 2 BOX (1, 2)	17	2	1	2	2	2	1	—	1	1	2	—	1	—	2	
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246	

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q16. How would you describe the treatment provided by the members of the PR Police to the citizens during the interventions?

Practically all officers describe the treatment provided by the PR Police to citizens during interventions as being appropriate, with seven out of ten overall classifying it as very appropriate.

Table 17.1*Police Officer Field Supervisors Follow the Standards to Respond to the Scene of an Arrest When Required*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
	24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO	
Percentage (%)																	
Z-test	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	
Yes	83.0	85.0	78.0	85.0	86.0	83.0	83.0	84.0	83.0	80.0	80.0	85.0	81.0	93.0	87.0	81.0	85.0
No	17.0	15.0	22.0	15.0	14.0	17.0	17.0	16.0	17.0	20.0	20.0	15.0	19.0	7.0	13.0	19.0	15.0
Frequency																	
Yes	1659	70	426	863	300	464	1195	66	172	210	368	843	1161	241	167	38	52
No	334	12	120	152	50	97	237	13	34	51	91	145	273	19	24	9	9
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJ, KL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q17. Does a field supervisor comply with the regulations to respond to the scene of an arrest when required?

Table 17.2*Police Officer Field Supervisors Follow the Standards to Respond to the Scene of an Arrest When Required*

TOTAL					POLICE AREA										Head- quarters
	San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito		
Percentage (%)															
Z-test	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)	
Yes	83.0	84.0	81.0	86.0	81.0	91.0	78.0	84.0	80.0	85.0	77.0	85.0	73.0	84.0	87.0
No	17.0	16.0	19.0	14.0	19.0	9.0	22.0	16.0	20.0	15.0	23.0	15.0	27.0	16.0	13.0
Frequency															
Yes	1659	161	118	186	88	130	104	172	113	71	107	56	55	83	215
No	334	30	27	31	20	13	29	33	29	13	32	10	20	16	31
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q17. Does a field supervisor comply with the regulations to respond to the scene of an arrest when required?

Eight out of ten officers indicate field supervisors do follow the standards to respond the scene of an arrest when required.

- This Yes response is highest among SGT rank officers and those from Mayagüez and Headquarters.

Table 18.1

PR Police Has Practice that a Supervisor Officers Verifies that the Arrested Persons Have No Injuries, and If Have, Make Sure Receive Adequate Medical Attention

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Yes	91.0	91.0	88.0	92.0	94.0	88.0	93.0	91.0	87.0	92.0	90.0	93.0	89.0	97.0	97.0	96.0	92.0
No	9.0	9.0	12.0	C	C	12.0	7.0	9.0	13.0	8.0	10.0	IK	11.0	M	M	4.0	8.0
			DE			G			L		L		NO				
Frequency																	
Yes	1822	75	483	936	328	495	1327	72	180	239	412	919	1283	252	186	45	56
No	171	7	63	79	22	66	105	7	26	22	47	69	151	8	5	2	5
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPO.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q18. Is it a practice in the PR Police that a supervisor verifies that those arrested do not have injuries, and if they do, make sure that they receive adequate medical attention?

Table 18.2

PR Police Has Practice that a Supervisor Officers Verifies that the Arrested Persons Have No Injuries, and If Have, Make Sure Receive Adequate Medical Attention

TOTAL					POLICE AREA											Head- quarters
	San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito			
Percentage (%)																
Z-test	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)		
Yes	91.0	92.0	94.0	88.0	90.0	94.0	93.0	89.0	92.0	87.0	93.0	98.0 **	89.0	96.0 TXZ	91.0	
No	9.0	8.0	6.0	12.0 Vbd	10.0 b	6.0	7.0	11.0 bd	8.0	13.0 bd	7.0	2.0	11.0 b	4.0	9.0 b	
Frequency																
Yes	1822	175	136	191	97	135	124	182	130	73	129	65	67	95	223	
No	171	16	9	26	11	8	9	23	12	11	10	1	8	4	23	
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246	

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q18. Is it a practice in the PR Police that a supervisor verifies that those arrested do not have injuries, and if they do, make sure that they receive adequate medical attention?

Nine out of ten officers indicate that the PR Police has the practice of having supervisor officers verify if arrested parties are injured and, if so, to make sure they receive adequate medical attention.

EQUAL PROTECTION AND NON-DISCRIMINATION

The main objectives of the Equal Protection and Non-Discrimination compliance area are for the PRPD to ensure that police services are delivered equitably, respectfully, and free of unlawful bias, in a manner that promotes broad community engagement and supports effective crime prevention. In conducting its activities, PRPD shall ensure that members of the public receive equal protection of the law, without bias based on race, color, ethnicity, national origin, religion, gender, disability, sexual orientation, gender identity, gender expression, or political ideology or affiliation, and in accordance with the rights, privileges, or immunities secured or protected by the Constitution and laws of the United States and the Commonwealth of Puerto Rico. ("Agreement" ¶ 80)

Table 19.1*PR Police Has Representation of Different Ethnic Groups or Sectors of Society in PR*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
		Percentage (%)															
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Yes	66.0	63.0	67.0	67.0	65.0	63.0	68.0	75.0 K	72.0 K	69.0 K	61.0 K	67.0 K	65.0	68.0	71.0	72.0	77.0 M
No	34.0	37.0	33.0	33.0	35.0	37.0	32.0	25.0	28.0	31.0	39.0 HIJL	33.0	35.0 Q	32.0	29.0	28.0	23.0
		Frequency															
Yes	1323	52	367	677	227	356	967	59	148	179	279	658	929	177	136	34	47
No	670	30	179	338	123	205	465	20	58	82	180	330	505	83	55	13	14
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJL, MNOPO.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q19. Do you think that the PR Police has representation from different ethnic groups or sectors of society in Puerto Rico?

Table 19.2*PR Police Has Representation of Different Ethnic Groups or Sectors of Society in PR*

TOTAL		POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utuaado	Fajardo	Aibonito	Head quarters
Percentage (%)															
Z-test		(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)
Yes	66.0	72.0 STa	58.0	61.0	67.0 a	65.0 a	65.0 a	67.0 a	71.0 Sa	64.0	52.0	77.0 STa	69.0 a	70.0 a	74.0 STa
No	34.0	28.0	42.0 RYbe	39.0 Rbe	33.0	35.0	35.0	33.0	29.0	36.0	48.0 **	23.0	31.0	30.0	26.0
Frequency															
Yes	1323	137	84	133	72	93	86	137	101	54	72	51	52	69	182
No	670	54	61	84	36	50	47	68	41	30	67	15	23	30	64
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q19. Do you think that the PR Police has representation from different ethnic groups or sectors of society in Puerto Rico?

Two-thirds of the officers interviewed said that the PR Police does have representation from different ethnic groups or sectors in PR.

- The disagreement with having representation is higher among officers with 20-24 years of service and increases the lower the officer's rank is. Among the different areas, Aguadilla, Arecibo and Ponce have a higher disagreement response.

Table 20.1

Level of Agreement that Supervisor Officers Treat All PR Police Officers in the Same Way without Any Kind of Discrimination

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
(5) Totally agree	40.7	30.5	35.5	40.4	52.0	33.7	43.4	30.4	30.1	36.0	39.4	45.5	35.1	56.2	58.1	42.6	49.2
					BCD		F				I	HIJK		M	M		M
(4) Somewhat agree	29.7	32.9	28.4	31.1	26.6	31.0	29.1	34.2	31.1	28.0	30.7	28.9	30.2	27.7	25.1	38.3	32.8
(3) Nor agree, nor disagree	8.9	9.8	11.0	8.4	7.1	9.3	8.8	11.4	11.7	10.0	9.6	7.6	10.5	5.4	4.7	4.3	4.9
													NO				
(2) Somewhat disagree	10.5	12.2	10.8	11.2	7.7	11.9	10.0	15.2	10.7	14.2	9.6	9.6	12.2	5.4	7.9	6.4	4.9
										L			N				
(1) Totally disagree	9.8	14.6	13.7	8.5	6.3	13.4	8.4	8.9	15.5	11.5	10.2	8.0	11.4	5.4	4.2	8.5	8.2
		E	DE			G			L				NO				
Don't know	0.4	—	0.5	0.4	0.3	0.7	0.3	—	1.0	0.4	0.4	0.3	0.6	—	—	—	—
TOP 2 BOX (4, 5)	70.3	63.4	63.9	71.5	78.6	64.7	72.6	64.6	61.2	64.0	70.2	74.5	65.3	83.8	83.2	80.9	82.0
				C	BCD		F				I	IJ		M	M	M	M
BOT 2 BOX (1, 2)	20.3	26.8	24.5	19.7	14.0	25.3	18.4	24.1	26.2	25.7	19.8	17.6	23.6	10.8	12.0	14.9	13.1
		E	DE	E		G			L	L			NO				
AVERAGE	3.8	3.5	3.6	3.8	4.1	3.6	3.9	3.6	3.5	3.6	3.8	4.0	3.7	4.2	4.3	4.0	4.1
				BC	BCD		F				I	HIJK		M	M		M
Frequency																	
(5) Totally agree	811	25	194	410	182	189	622	24	62	94	181	450	504	146	111	20	30
(4) Somewhat agree	591	27	155	316	93	174	417	27	64	73	141	286	433	72	48	18	20
(3) Nor agree, nor disagree	178	8	60	85	25	52	126	9	24	26	44	75	150	14	9	2	3
(2) Somewhat disagree	210	10	59	114	27	67	143	12	22	37	44	95	175	14	15	3	3
(1) Totally disagree	195	12	75	86	22	75	120	7	32	30	47	79	164	14	8	4	5
Don't know	8	—	3	4	1	4	4	—	2	1	2	3	8	—	—	—	—
TOP 2 BOX (4, 5)	1402	52	349	726	275	363	1039	51	126	167	322	736	937	218	159	38	50
BOT 2 BOX (1, 2)	405	22	134	200	49	142	263	19	54	67	91	174	339	28	23	7	8
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q20. How much do you agree that supervisors treat all members of the PR Police in the same way without any type of discrimination such as; gender, origin, ethnicity, sexual orientation, nationality, ideology or political affiliation, etc.?

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Table 20.2

Level of Agreement that Supervisor Officers Treat All PR Police Officers in the Same Way without Any Kind of Discrimination

TOTAL		POLICE AREA													
	San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters	
Percentage (%)															
Z-test	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)	
(5) Totally agree	40.7	40.3	42.8	35.5	39.8	46.9 T	40.6	38.0	42.3	41.7	36.0	51.5 Ta	45.3	45.5	38.6
(4) Somewhat agree	29.7	29.3	24.8	30.0	34.3	26.6	27.8	29.3	29.6	26.2	38.8 SV	33.3	26.7	29.3	29.7
(3) Nor agree, nor disagree	8.9	7.3	11.7	9.7	6.5	6.3	9.8	10.7	7.7	11.9	5.8	4.5	9.3	9.1	11.0
(2) Somewhat disagree	10.5	12.6 Z	9.7	14.3 UZb	5.6	12.6	11.3	9.8	13.4 UZ	4.8	9.4	4.5	10.7	9.1	10.6
(1) Totally disagree	9.8	9.9	10.3	10.6	11.1	7.7	9.0	12.2	6.3	15.5 Y	10.1	6.1	8.0	7.1	10.2
Don't know	0.4	0.5	0.7	—	2.8 TVXae	—	1.5	—	0.7	—	—	—	—	—	—
TOP 2 BOX (4, 5)	70.3	69.6	67.6	65.4	74.1	73.4	68.4	67.3	71.8	67.9	74.8	84.8 **	72.0	74.7	68.3
BOT 2 BOX (1, 2)	20.3	22.5 b	20.0	24.9 b	16.7	20.3	20.3	22.0 b	19.7	20.2	19.4	10.6	18.7	16.2	20.7
AVERAGE	3.8	3.8	3.8	3.7	3.9	3.9	3.8	3.7	3.9	3.7	3.8	4.2 **	3.9	4.0	3.8
Frequency															
(5) Totally agree	811	77	62	77	43	67	54	78	60	35	50	34	34	45	95
(4) Somewhat agree	591	56	36	65	37	38	37	60	42	22	54	22	20	29	73
(3) Nor agree, nor disagree	178	14	17	21	7	9	13	22	11	10	8	3	7	9	27
(2) Somewhat disagree	210	24	14	31	6	18	15	20	19	4	13	3	8	9	26
(1) Totally disagree	195	19	15	23	12	11	12	25	9	13	14	4	6	7	25
Don't know	8	1	1	—	3	—	2	—	1	—	—	—	—	—	—
TOP 2 BOX (4, 5)	1402	133	98	142	80	105	91	138	102	57	104	56	54	74	168
BOT 2 BOX (1, 2)	405	43	29	54	18	29	27	45	28	17	27	7	14	16	51
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q20. How much do you agree that supervisors treat all members of the PR Police in the same way without any type of discrimination such as; gender, origin, ethnicity, sexual orientation, nationality, ideology or political affiliation, etc.?

Seven out of ten officers agree at some level that supervisors treat all officers in the same way without any discrimination.

- Agreement levels are lower among younger age officers, females, those with less than 20 years of experience and PO rank officers. Officers from Utuado stand out for their high agreement.

Table 21.1*Level of Agreement that PR Police Officers Do Not Discriminate Against Citizens When Providing Protection Services*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
(5) Totally agree	64.2	64.6	61.9	64.2	67.7	58.3	66.6 F	70.9 J	62.6	56.3	66.4 J	65.1 J	62.8	68.1	66.5	66.0	72.1
(4) Somewhat agree	29.3	29.3	31.0	29.2	26.9	32.1	28.1	24.1	31.1	36.8 HKL	25.3	29.1	29.7	27.3	29.8	29.8	24.6
(3) Nor agree, nor disagree	4.1	6.1	4.6	3.9	3.4	6.8 G	3.1	3.8	4.9	4.2	5.4	3.3	4.8 O	3.1	1.6	4.3	—
(2) Somewhat disagree	2.2	—	2.6	2.4	1.4	2.7	2.0	1.3	1.5	2.3	2.4	2.2	2.4	1.2	2.1	—	3.3
(1) Totally disagree	0.3	—	—	0.3	0.6	0.2	0.3	—	—	0.4	0.4	0.2	0.3	0.4	—	—	—
TOP 2 BOX (4, 5)	93.5	93.9	92.9	93.4	94.6	90.4	94.7 F	94.9	93.7	93.1	91.7	94.2	92.5	95.4	96.3	95.7	96.7
BOT 2 BOX (1, 2)	2.4	—	2.6	2.7	2.0	2.9	2.2	1.3	1.5	2.7	2.8	2.4	2.6	1.5	2.1	—	3.3
AVERAGE	4.6	4.6	4.5	4.6	4.6	4.5	4.6 F	4.7 J	4.6	4.5	4.6	4.6 J	4.5	4.6	4.6	4.6	4.7
Frequency																	
(5) Totally agree	1280	53	338	652	237	327	953	56	129	147	305	643	901	177	127	31	44
(4) Somewhat agree	583	24	169	296	94	180	403	19	64	96	116	288	426	71	57	14	15
(3) Nor agree, nor disagree	82	5	25	40	12	38	44	3	10	11	25	33	69	8	3	2	—
(2) Somewhat disagree	43	—	14	24	5	15	28	1	3	6	11	22	34	3	4	—	2
(1) Totally disagree	5	—	—	3	2	1	4	—	—	1	2	2	4	1	—	—	—
TOP 2 BOX (4, 5)	1863	77	507	948	331	507	1356	75	193	243	421	931	1327	248	184	45	59
BOT 2 BOX (1, 2)	48	—	14	27	7	16	32	1	3	7	13	24	38	4	4	—	2
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q21. And, how much do you agree that the members of the PR Police do not discriminate against citizens when providing protection services?

Table 21.2*Level of Agreement that PR Police Officers Do Not Discriminate Against Citizens When Providing Protection Services*

	TOTAL				POLICE AREA											Head- quarters
	San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito			
Percentage (%)																
Z-test	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)		
(5) Totally agree	64.2	65.4 T	71.7 Te	53.5	64.8	68.5 T	65.4 T	67.3 T	66.9 T	60.7	67.6 T	59.1	68.0 T	60.6	61.8	
(4) Somewhat agree	29.3	29.3	23.4	37.3 SWXac	26.9	29.4	26.3	28.3	29.6	28.6	25.9	36.4 c	18.7	31.3	31.3 c	
(3) Nor agree, nor disagree	4.1	3.1	3.4	5.5 V	4.6 V	0.7	4.5 V	2.4	3.5	7.1 V	2.9	3.0	9.3 RVXa	5.1 V	5.3 V	
(2) Somewhat disagree	2.2	2.1	0.7	3.7 Y	3.7 Y	0.7	2.3	2.0	—	3.6 Y	3.6 Y	1.5	2.7	3.0 Y	1.6	
(1) Totally disagree	0.3	—	0.7	—	—	0.7	1.5	—	—	—	—	—	1.3	—	—	
TOP 2 BOX (4, 5)	93.5	94.8 c	95.2 c	90.8	91.7	97.9 **	91.7	95.6 Zc	96.5 TZc	89.3	93.5	95.5	86.7	91.9	93.1	
BOT 2 BOX (1, 2)	2.4	2.1	1.4	3.7 Y	3.7 Y	1.4	3.8 Y	2.0	—	3.6 Y	3.6 Y	1.5	4.0 Y	3.0 Y	1.6	
AVERAGE	4.6	4.6 T	4.7 T	4.4	4.5	4.6 T	4.5	4.6 T	4.6 T	4.5	4.6 T	4.5	4.5	4.5	4.5	
Frequency																
(5) Totally agree	1280	125	104	116	70	98	87	138	95	51	94	39	51	60	152	
(4) Somewhat agree	583	56	34	81	29	42	35	58	42	24	36	24	14	31	77	
(3) Nor agree, nor disagree	82	6	5	12	5	1	6	5	5	6	4	2	7	5	13	
(2) Somewhat disagree	43	4	1	8	4	1	3	4	—	3	5	1	2	3	4	
(1) Totally disagree	5	—	1	—	—	1	2	—	—	—	—	—	1	—	—	
TOP 2 BOX (4, 5)	1863	181	138	197	99	140	122	196	137	75	130	63	65	91	229	
BOT 2 BOX (1, 2)	48	4	2	8	4	2	5	4	0	3	5	1	3	3	4	
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246	

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q21. And, how much do you agree that the members of the PR Police do not discriminate against citizens when providing protection services?

Almost all officers agree on some level that PR Police officers do not discriminate against citizens when providing protection services.

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Table 22.1*Level of Agreement that the PR Police Identifies and Solves Hate Crimes in a Timely and Appropriate Manner*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
(5) Totally agree	53.5	50.0	56.4	51.9	54.3	49.7	55.0 F	53.2	51.5	52.5	56.6	52.7	53.6	53.8	55.5	46.8	49.2
(4) Somewhat agree	33.7	30.5	32.6	34.6	33.7	34.9	33.2	27.8	31.6	35.2	31.8	35.1	33.9	34.2	31.4	36.2	32.8
(3) Nor agree, nor disagree	9.2	11.0	7.9	10.1	8.3	10.3	8.8	12.7	11.7	8.4	8.5	9.0	8.8	10.8	9.4	8.5	13.1
(2) Somewhat disagree	2.5	6.1 C	2.0	2.5	2.3	3.7 G	2.0	6.3 KL	2.9	2.7	1.7	2.3	2.5	1.2	3.1	6.4 N	1.6
(1) Totally disagree	1.1	2.4	1.1	0.9	1.4	1.2	1.0	—	2.4 L	1.1	1.3	0.8	1.3	—	0.5	2.1 N	3.3 N
TOP 2 BOX (4, 5)	87.2	80.5	89.0 B	86.5	88.0	84.7	88.2 F	81.0	83.0	87.7	88.5	87.9	87.4	88.1	86.9	83.0	82.0
BOT 2 BOX (1, 2)	3.6	8.5 CD	3.1	3.3	3.7	5.0 G	3.0	6.3	5.3	3.8	3.1	3.1	3.8 N	1.2	3.7	8.5 N	4.9
AVERAGE	4.4	4.2	4.4 B	4.3	4.4	4.3	4.4 F	4.3	4.3	4.4	4.4	4.4	4.4	4.4	4.4	4.2	4.2
Frequency																	
(5) Totally agree	1066	41	308	527	190	279	787	42	106	137	260	521	768	140	106	22	30
(4) Somewhat agree	672	25	178	351	118	196	476	22	65	92	146	347	486	89	60	17	20
(3) Nor agree, nor disagree	184	9	43	103	29	58	126	10	24	22	39	89	126	28	18	4	8
(2) Somewhat disagree	49	5	11	25	8	21	28	5	6	7	8	23	36	3	6	3	1
(1) Totally disagree	22	2	6	9	5	7	15	—	5	3	6	8	18	—	1	1	2
TOP 2 BOX (4, 5)	1738	66	486	878	308	475	1263	64	171	229	406	868	1254	229	166	39	50
BOT 2 BOX (1, 2)	71	7	17	34	13	28	43	5	11	10	14	31	54	3	7	4	3
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q22. How much do you agree that the PR Police identifies and solves Hate Crimes in a timely and adequate manner?

Table 22.2*Level of Agreement that the PR Police Identifies and Solves Hate Crimes in a Timely and Appropriate Manner*

	TOTAL	POLICE AREA														Head- quarters
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito		
Percentage (%)																
Z-test		(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)	
(5) Totally agree	53.5	53.9	55.2 T	44.2	58.3 T	60.1 TX	55.6 T	48.3	54.9 T	51.2	56.1 T	51.5	52.0	52.5	57.3 T	
(4) Somewhat agree	33.7	31.4	35.9	37.8	29.6	30.8	32.3	38.5 a	35.2	32.1	28.1	30.3	37.3	36.4	32.5	
(3) Nor agree, nor disagree	9.2	9.9	4.8	14.3 Se	9.3	7.7	7.5	9.8	8.5	11.9	10.8	15.2 Se	6.7	10.1	5.7	
(2) Somewhat disagree	2.5	3.1	2.1	3.2	1.9	0.7	4.5 VY	2.9	0.7	4.8 VY	2.9	1.5	1.3	1.0	2.4	
(1) Totally disagree	1.1	1.6	2.1	0.5	0.9	0.7	—	0.5	0.7	—	2.2	1.5	2.7	—	2.0	
TOP 2 BOX (4, 5)	87.2	85.3	91.0 T	82.0	88.0	90.9 T	88.0	86.8	90.1 T	83.3	84.2	81.8	89.3	88.9	89.8 T	
BOT 2 BOX (1, 2)	3.6	4.7	4.1	3.7	2.8	1.4	4.5	3.4	1.4	4.8	5.0	3.0	4.0	1.0	4.5	
AVERAGE	4.4	4.3	4.4 T	4.2	4.4 T	4.5 TX	4.4	4.3	4.4 T	4.3	4.3	4.3	4.4	4.4	4.4 T	
Frequency																
(5) Totally agree	1066	103	80	96	63	86	74	99	78	43	78	34	39	52	141	
(4) Somewhat agree	672	60	52	82	32	44	43	79	50	27	39	20	28	36	80	
(3) Nor agree, nor disagree	184	19	7	31	10	11	10	20	12	10	15	10	5	10	14	
(2) Somewhat disagree	49	6	3	7	2	1	6	6	1	4	4	1	1	1	6	
(1) Totally disagree	22	3	3	1	1	1	—	1	1	—	3	1	2	—	5	
TOP 2 BOX (4, 5)	1738	163	132	178	95	130	117	178	128	70	117	54	67	88	221	
BOT 2 BOX (1, 2)	71	9	6	8	3	2	6	7	2	4	7	2	3	1	11	
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246	

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q22. How much do you agree that the PR Police identifies and solves Hate Crimes in a timely and adequate manner?

Over eight out of ten officers also agree to some degree that the PR Police officers identify and solve hate crimes in an appropriate and timely manner.

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Table 23.1*Level of Agreement that the PR Police Effectively Deals with Domestic Violence and Sexual Assault Cases*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
	24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO	
Percentage (%)																	
Z-test	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	
(5) Totally agree	66.2	65.9	63.0	66.4	70.9 C	62.4	67.7 F	67.1	67.0	60.9	65.4	67.8 J	66.2 P	66.5 P	70.2 P	65.6	
(4) Somewhat agree	26.9	22.0	28.8	27.7	22.9	28.2	26.4	25.3	22.8	31.8 I	25.9	27.0	26.7	27.7	23.6	46.8 MNOQ	
(3) Nor agree, nor disagree	3.4	6.1	4.4	2.9	2.9	3.9	3.2	3.8	6.3 JL	2.3	4.4	2.6	3.4	3.8	3.7	—	
(2) Somewhat disagree	2.4	2.4	2.6	2.2	2.9	4.1 G	1.7	2.5	2.4	3.4	3.1	1.8	2.5	1.2	2.1	6.6 N	
(1) Totally disagree	1.1	3.7 DE	1.3	0.9	0.6	1.4	0.9	1.3	1.5	1.5	1.3	0.7	1.2	0.8	0.5	—	
TOP 2 BOX (4, 5)	93.1	87.8	91.8	94.1 B	93.7	90.6	94.1 F	92.4	89.8	92.7	91.3	94.8 IK	92.9	94.2	93.7	97.9	
BOT 2 BOX (1, 2)	3.5	6.1	3.8	3.1	3.4	5.5 G	2.7	3.8	3.9	5.0 L	4.4	2.5	3.7	1.9	2.6	8.2 N	
AVERAGE	4.6	4.4	4.5	4.6	4.6 C	4.5	4.6 F	4.5	4.5	4.5	4.5	4.6 JK	4.5	4.6	4.6	4.4	
Frequency																	
(5) Totally agree	1320	54	344	674	248	350	970	53	138	159	300	670	949	173	134	24	
(4) Somewhat agree	536	18	157	281	80	158	378	20	47	83	119	267	383	72	45	14	
(3) Nor agree, nor disagree	68	5	24	29	10	22	46	3	13	6	20	26	49	10	7	2	
(2) Somewhat disagree	48	2	14	22	10	23	25	2	5	9	14	18	36	3	4	4	
(1) Totally disagree	21	3	7	9	2	8	13	1	3	4	6	7	17	2	1	1	
TOP 2 BOX (4, 5)	1856	72	501	955	328	508	1348	73	185	242	419	937	1332	245	179	46	
BOT 2 BOX (1, 2)	69	5	21	31	12	31	38	3	8	13	20	25	53	5	5	5	
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	61	

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q23. How much do you agree that the PR Police effectively handles cases of Domestic Violence and Sexual Assault?

Table 23.2*Level of Agreement that the PR Police Effectively Deals with Domestic Violence and Sexual Assault Cases*

TOTAL		POLICE AREA													
	San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters	
Percentage (%)															
Z-test	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)	
(5) Totally agree	66.2	63.4	71.0	65.4	66.7	71.3	60.9	66.8	69.0	59.5	62.6	72.7	66.7	60.6	68.7
(4) Somewhat agree	26.9	26.7	24.1	29.0	25.9	22.4	26.3	25.9	25.4	35.7	29.5	24.2	21.3	33.3	27.2
(3) Nor agree, nor disagree	3.4	5.2	4.1	3.7	—	5.6	5.3	2.9	4.2	3.6	2.2	1.5	5.3	2.0	1.6
(2) Somewhat disagree	2.4	3.1	—	1.8	3.7	0.7	4.5	3.4	1.4	1.2	4.3	1.5	4.0	2.0	2.0
(1) Totally disagree	1.1	1.6	0.7	—	3.7	—	3.0	1.0	—	—	1.4	—	2.7	2.0	0.4
TOP 2 BOX (4, 5)	93.1	90.1	95.2	94.5	92.6	93.7	87.2	92.7	94.4	95.2	92.1	97.0	88.0	93.9	95.9
BOT 2 BOX (1, 2)	3.5	4.7	0.7	1.8	7.4	0.7	7.5	4.4	1.4	1.2	5.8	1.5	6.7	4.0	2.4
AVERAGE	4.6	4.5	4.7	4.6	4.5	4.6	4.4	4.5	4.6	4.5	4.5	4.7	4.5	4.5	4.6
Frequency															
(5) Totally agree	1320	121	103	142	72	102	81	137	98	50	87	48	50	60	169
(4) Somewhat agree	536	51	35	63	28	32	35	53	36	30	41	16	16	33	67
(3) Nor agree, nor disagree	68	10	6	8	—	8	7	6	6	3	3	1	4	2	4
(2) Somewhat disagree	48	6	—	4	4	1	6	7	2	1	6	1	3	2	5
(1) Totally disagree	21	3	1	—	4	—	4	2	—	—	2	—	2	2	1
TOP 2 BOX (4, 5)	1856	172	138	205	100	134	116	190	134	80	128	64	66	93	236
BOT 2 BOX (1, 2)	69	9	1	4	8	1	10	9	2	1	8	1	5	4	6
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

NotesZ-test = Significant Level 95% - Examined Columns **RSTUVWXYZabcde**.

** Significantly higher than > 5 police areas.

Q23. How much do you agree that the PR Police effectively handles cases of Domestic Violence and Sexual Assault?

Almost all police officers agree to some degree that the PR Police effectively deals with domestic violence and sexual assault cases, with two-thirds overall being in total agreement.

Table 24.1*PR Police Officers Provide Victims of Domestic Violence and Sexual Assault Proper Treatment*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
	24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO	
Percentage (%)																	
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Yes	93.0	94.0	91.0	93.0	95.0	90.0	94.0	99.0	90.0	92.0	91.0	93.0	92.0	92.0	94.0	96.0	93.0
No	7.0	6.0	9.0	7.0	5.0	10.0	6.0	1.0	10.0	8.0	9.0	7.0	8.0	8.0	6.0	4.0	7.0
Frequency																	
Yes	1845	77	496	941	331	504	1341	78	186	241	418	922	1326	238	179	45	57
No	148	5	50	74	19	57	91	1	20	20	41	66	108	22	12	2	4
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q24. According to your perception, do you consider that the members of the PR Police treat victims of Domestic Violence and Sexual Assault appropriately?

Table 24.2*PR Police Officers Provide Victims of Domestic Violence and Sexual Assault Proper Treatment*

TOTAL		POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters
Percentage (%)															
Z-test		(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)
Yes	93.0	94.0	92.0	91.0	92.0	97.0 TWacd	88.0	94.0 W	92.0	93.0	91.0	98.0 TWacd	88.0	91.0	93.0
No	7.0	6.0	8.0	9.0 Vb	8.0	3.0	12.0 Vxb	6.0	8.0	7.0	9.0 Vb	2.0	12.0 Vb	9.0 Vb	7.0
Frequency															
Yes	1845	179	134	198	99	139	117	193	131	78	126	65	66	90	230
No	148	12	11	19	9	4	16	12	11	6	13	1	9	9	16
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q24. According to your perception, do you consider that the members of the PR Police treat victims of Domestic Violence and Sexual Assault appropriately?

Almost all the police officers also agree that the PR Police does provide victims of domestic violence and sexual assault with proper treatment.

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Table 25.1

PR Police Officers Have Been Guided with Specific Guidelines and Rules to Interact or Intervene in an Appropriate Way with Transgender or Transsexual People

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
	24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO	
Percentage (%)																	
Z-test	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	
(5) Totally agree	77.9	68.3	75.1	78.6 B	82.6 BC	80.2	77.0	70.9	77.2	75.1	76.9	79.9	76.6	78.8	82.7	87.2	83.6
(4) Somewhat agree	18.3	23.2	19.0	18.4	15.4	16.4	19.0	21.5	18.0	19.5	18.1	17.8	19.5	16.9	14.1	10.6	14.8
(3) Nor agree, nor disagree	2.3	4.9 E	3.3 E	2.1	0.9	2.0	2.4	6.3 L	2.4	3.8 L	2.4	1.5	2.4	3.1	1.6	—	—
(2) Somewhat disagree	0.8	1.2	1.8 DE	0.4	0.3	0.9	0.8	1.3	1.0	—	2.0 JL	0.4	0.8	—	1.6 N	—	1.6 N
(1) Totally disagree	0.4	2.4 DE	0.5	0.1	0.3	0.5	0.3	—	1.5 L	0.8	0.2	0.1	0.3	0.8	—	2.1 MO	—
Don't know	0.4	—	0.2	0.4	0.6	—	0.5	—	—	0.8	0.4	0.3	0.4	0.4	—	—	—
TOP 2 BOX (4, 5)	96.2	91.5	94.1	97.0 BC	98.0 BC	96.6	96.0	92.4	95.1	94.6	95.0	97.7 HIJK	96.0	95.8	96.9	97.9	98.4
BOT 2 BOX (1, 2)	1.2	3.7 DE	2.4 DE	0.5	0.6	1.4	1.0	1.3	2.4 L	0.8	2.2 L	0.5	1.1	0.8	1.6	2.1	1.6
AVERAGE	4.7	4.5	4.7	4.8 BC	4.8 BC	4.8	4.7	4.6	4.7	4.7	4.7	4.8 HIJK	4.7	4.7	4.8	4.8	4.8
Frequency																	
(5) Totally agree	1553	56	410	798	289	450	1103	56	159	196	353	789	1098	205	158	41	51
(4) Somewhat agree	364	19	104	187	54	92	272	17	37	51	83	176	279	44	27	5	9
(3) Nor agree, nor disagree	46	4	18	21	3	11	35	5	5	10	11	15	35	8	3	—	—
(2) Somewhat disagree	16	1	10	4	1	5	11	1	2	—	9	4	12	—	3	—	1
(1) Totally disagree	7	2	3	1	1	3	4	—	3	2	1	1	4	2	—	1	—
Don't know	7	—	1	4	2	—	7	—	—	2	2	3	6	1	—	—	—
TOP 2 BOX (4, 5)	1917	75	514	985	343	542	1375	73	196	247	436	965	1377	249	185	46	60
BOT 2 BOX (1, 2)	23	3	13	5	2	8	15	1	5	2	10	5	16	2	3	1	1
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q25. How much do you agree that the members of the PR Police have been oriented with specific guidelines and norms to interact or intervene appropriately with transgender or transsexual people of the LGBTQ+ community?

Table 25.2*PR Police Officers Have Been Guided with Specific Guidelines and Rules to Interact or Intervene in an Appropriate Way with Transgender or Transsexual People*

TOTAL		POLICE AREA													
	San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters	
Percentage (%)															
Z-test	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)	
(5) Totally agree	77.9	79.1	80.0	76.5	78.7	80.4	78.2	76.1	75.4	73.8	74.1	77.3	76.0	81.8	80.9
(4) Somewhat agree	18.3	15.7	17.2	21.2	19.4	16.1	17.3	19.0	20.4	19.0	24.5 Rde	19.7	20.0	13.1	15.0
(3) Nor agree, nor disagree	2.3	2.1	0.7	0.9	0.9	2.1	2.3	4.9 ST	2.8	6.0 STU	1.4	1.5	1.3	3.0	2.4
(2) Somewhat disagree	0.8	2.1 X	1.4	0.9	—	0.7	1.5	—	—	1.2	—	1.5	—	1.0	0.8
(1) Totally disagree	0.4	1.0	—	—	0.9	0.7	—	—	0.7	—	—	—	—	1.0	0.4
Don't know	0.4	—	0.7	0.5	—	—	0.8	—	0.7	—	—	—	2.7 RX	—	0.4
TOP 2 BOX (4, 5)	96.2	94.8	97.2	97.7 Z	98.1	96.5	95.5	95.1	95.8	92.9	98.6 Z	97.0	96.0	94.9	95.9
BOT 2 BOX (1, 2)	1.2	3.1 Xa	1.4	0.9	0.9	1.4	1.5	—	0.7	1.2	—	1.5	—	2.0 X	1.2
AVERAGE	4.7	4.7	4.8	4.7	4.8	4.8	4.7	4.7	4.7	4.7	4.7	4.7	4.8	4.7	4.8
Frequency															
(5) Totally agree	1553	151	116	166	85	115	104	156	107	62	103	51	57	81	199
(4) Somewhat agree	364	30	25	46	21	23	23	39	29	16	34	13	15	13	37
(3) Nor agree, nor disagree	46	4	1	2	1	3	3	10	4	5	2	1	1	3	6
(2) Somewhat disagree	16	4	2	2	—	1	2	—	—	1	—	1	—	1	2
(1) Totally disagree	7	2	—	—	1	1	—	—	1	—	—	—	—	1	1
Don't know	7	—	1	1	—	—	1	—	1	—	—	—	2	—	1
TOP 2 BOX (4, 5)	1917	181	141	212	106	138	127	195	136	78	137	64	72	94	236
BOT 2 BOX (1, 2)	23	6	2	2	1	2	2	—	1	1	—	1	—	2	3
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

NotesZ-test = Significant Level 95% - Examined Columns **RSTUVWXYZabcde**.

** Significantly higher than > 5 police areas.

Q25. How much do you agree that the members of the PR Police have been oriented with specific guidelines and norms to interact or intervene appropriately with transgender or transsexual people of the LGBTIQ+ community?

Practically all police officers exhibit some level of agreement that the officers have been guided with specific guidelines on how to interact or intervene in an appropriate way with trans people.

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Table 26.1*Level of Agreement that the Conduct of PR Police Officers Is Reasonable towards Arrested Citizens*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
(5) Totally agree	76.6	76.8	74.9	75.8	81.7 CD	68.6	79.7 F	81.0	76.2	72.4	75.4	78.0	74.6	79.6	83.2 M	83.0	85.2
(4) Somewhat agree	21.2	22.0	22.0	22.1	17.1	26.7 G	19.0	17.7	19.9	26.1 L	21.6	20.2	22.8 O	18.1	16.2	17.0	14.8
(3) Nor agree, nor disagree	1.7	1.2	2.6 E	1.6	0.6	3.2 G	1.0	1.3	2.4	1.5	2.2	1.3	1.9	1.9	0.5	—	—
(2) Somewhat disagree	0.5	—	0.5	0.5	0.3	1.2 G	0.1	—	1.0	—	0.9	0.3	0.6	—	—	—	—
(1) Totally disagree	0.1	—	—	0.1	0.3	0.2	0.1	—	0.5	—	—	0.1	0.1	0.4	—	—	—
TOP 2 BOX (4, 5)	97.8	98.8	96.9	97.8	98.9	95.4	98.7 F	98.7	96.1	98.5	96.9	98.3 I	97.4	97.7	99.5	100.0	100.0
BOT 2 BOX (1, 2)	0.6	—	0.5	0.6	0.6	1.4 G	0.2	—	1.5	—	0.9	0.4	0.7	0.4	—	—	—
AVERAGE	4.7	4.8	4.7	4.7	4.8 CD	4.6	4.8 F	4.8	4.7	4.7	4.7	4.8	4.7	4.8	4.8 M	4.8	4.9 M
Frequency																	
(5) Totally agree	1527	63	409	769	286	385	1142	64	157	189	346	771	1070	207	159	39	52
(4) Somewhat agree	422	18	120	224	60	150	272	14	41	68	99	200	327	47	31	8	9
(3) Nor agree, nor disagree	33	1	14	16	2	18	15	1	5	4	10	13	27	5	1	—	—
(2) Somewhat disagree	9	—	3	5	1	7	2	—	2	—	4	3	9	—	—	—	—
(1) Totally disagree	2	—	—	1	1	1	1	—	1	—	—	1	1	1	—	—	—
TOP 2 BOX (4, 5)	1949	81	529	993	346	535	1414	78	198	257	445	971	1397	254	190	47	61
BOT 2 BOX (1, 2)	11	—	3	6	2	8	3	—	3	—	4	4	10	1	—	—	—
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q26. And, how much do you agree that the conduct of the PR Police members is reasonable towards the arrested citizens?

Table 26.2*Level of Agreement that the Conduct of PR Police Officers Is Reasonable towards Arrested Citizens*

	TOTAL				POLICE AREA											Head- quarters
	San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito			
Percentage (%)																
Z-test	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)		
(5) Totally agree	76.6	75.9	81.4	72.8	82.4	81.8	74.4	76.1	72.5	76.2	75.5	75.8	73.3	74.7	78.9	
(4) Somewhat agree	21.2	21.5	17.2	25.3	15.7	16.1	22.6	21.0	25.4	20.2	23.0	22.7	22.7	24.2	19.1	
(3) Nor agree, nor disagree	1.7	2.1	1.4	0.9	0.9	2.1	1.5	2.4	2.1	2.4	0.7	1.5	2.7	1.0	1.6	
(2) Somewhat disagree	0.5	0.5	—	0.9	—	—	0.8	0.5	—	1.2	0.7	—	1.3	—	0.4	
(1) Totally disagree	0.1	—	—	—	0.9	—	0.8	—	—	—	—	—	—	—	—	
TOP 2 BOX (4, 5)	97.8	97.4	98.6	98.2	98.1	97.9	97.0	97.1	97.9	96.4	98.6	98.5	96.0	99.0	98.0	
BOT 2 BOX (1, 2)	0.6	0.5	—	0.9	0.9	—	1.5	0.5	—	1.2	0.7	—	1.3	—	0.4	
AVERAGE	4.7	4.7	4.8	4.7	4.8	4.8	4.7	4.7	4.7	4.7	4.7	4.7	4.7	4.7	4.8	
Frequency																
(5) Totally agree	1527	145	118	158	89	117	99	156	103	64	105	50	55	74	194	
(4) Somewhat agree	422	41	25	55	17	23	30	43	36	17	32	15	17	24	47	
(3) Nor agree, nor disagree	33	4	2	2	1	3	2	5	3	2	1	1	2	1	4	
(2) Somewhat disagree	9	1	—	2	—	—	1	1	—	1	1	—	1	—	1	
(1) Totally disagree	2	—	—	—	1	—	1	—	—	—	—	—	—	—	—	
TOP 2 BOX (4, 5)	1949	186	143	213	106	140	129	199	139	81	137	65	72	98	241	
BOT 2 BOX (1, 2)	11	1	—	2	1	—	2	1	—	1	1	—	1	—	1	
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246	

NotesZ-test = Significant Level 95% - Examined Columns **RSTUVWXYZabcde**.

** Significantly higher than > 5 police areas.

Q26. And, how much do you agree that the conduct of the PR Police members is reasonable towards the arrested citizens?

Virtually all officers agree that the conduct of the PR Police officers towards arrested citizens is reasonable, with three out of four being total agreement.

RECRUITMENT, SELECTION AND HIRING

The main objectives of the Recruitment, Selection and Hiring compliance area are for the PRPD to develop a comprehensive recruitment and hiring program that successfully attracts and hires qualified individuals. PRPD shall develop a recruitment policy and program that establishes clear guidance and objectives for recruiting police officers and clearly and transparently allocates responsibilities for recruitment efforts. (“Agreement” ¶ 101)

Table 27.1*PR Police Has the Conditions and Benefits to Employ Qualified People to Be Officers of the Police Corps*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
		Percentage (%)															
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Yes	42.0	41.0	40.0	42.0	46.0	45.0	41.0	39.0	43.0	45.0	42.0	42.0	43.0	40.0	38.0	40.0	49.0
No	58.0	59.0	60.0	58.0	54.0	55.0	59.0	61.0	57.0	55.0	58.0	58.0	57.0	60.0	62.0	60.0	51.0
		Frequency															
Yes	845	34	220	430	161	255	590	31	89	117	194	414	620	104	72	19	30
No	1148	48	326	585	189	306	842	48	117	144	265	574	814	156	119	28	31
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q27. According to your perception, do you consider that the PR Police has the conditions and benefits to hire qualified people to be members of the police force?

Table 27.2*PR Police Has the Conditions and Benefits to Employ Qualified People to Be Officers of the Police Corps*

TOTAL		POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters
Percentage (%)															
Z-test		(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)
Yes	42.0	44.0 a	40.0	41.0	50.0 VXa	35.0	47.0 Va	37.0	40.0	38.0	31.0	47.0 a	44.0	57.0 **	49.0 VXa
No	58.0	56.0 d	60.0 d	59.0 d	50.0	65.0 UWde	53.0	63.0 Ude	60.0 d	62.0 d	69.0 **	53.0	56.0	43.0	51.0
Frequency															
Yes	845	84	58	88	54	50	62	76	57	32	43	31	33	56	121
No	1148	107	87	129	54	93	71	129	85	52	96	35	42	43	125
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q27. According to your perception, do you consider that the PR Police has the conditions and benefits to hire qualified people to be members of the police force?

Over half of the police officers indicate that the PR Police does not have the conditions and benefits to employ qualified people to be officers.

- Agreement is more evenly divided among EXO rank officers and those from Humacao, Caguas, Utuado and Headquarters. Aibonito is the only area where there are more officers in agreement with this element.

Table 28.1*PR Police Recruits Candidates with the Right Characteristics to Promote the Philosophy of Community Policing and the Protection of Civil Rights*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
		Percentage (%)															
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Yes	69.0	63.0	67.0	70.0	72.0	68.0	70.0	68.0	67.0	67.0	70.0	70.0	69.0	73.0	67.0	66.0	80.0
No	31.0	37.0	33.0	30.0	28.0	32.0	30.0	32.0	33.0	33.0	30.0	30.0	31.0	27.0	33.0	34.0	20.0
		Frequency															
Yes	1382	52	368	709	253	380	1002	54	139	175	323	691	985	189	128	31	49
No	611	30	178	306	97	181	430	25	67	86	136	297	449	71	63	16	12
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPO.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q28. Does the PR Police recruit candidates with the ideal characteristics to promote the philosophy of the community police and the protection of civil rights?

Table 28.2*PR Police Recruits Candidates with the Right Characteristics to Promote the Philosophy of Community Policing and the Protection of Civil Rights*

	TOTAL	POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utuado	Fajardo	Aibonito	Head-quarters
		Percentage (%)													
Z-test		(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)
Yes	69.0	68.0	66.0	68.0	74.0	71.0	65.0	68.0	70.0	69.0	64.0	71.0	69.0	65.0	79.0
No	31.0	32.0	34.0	32.0	26.0	29.0	35.0	32.0	30.0	31.0	36.0	29.0	31.0	35.0	21.0
		Frequency													
Yes	1382	129	95	147	80	102	86	140	99	58	89	47	52	64	194
No	611	62	50	70	28	41	47	65	43	26	50	19	23	35	52
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q28. Does the PR Police recruit candidates with the ideal characteristics to promote the philosophy of the community police and the protection of civil rights?

Just over two-thirds of the officers agree that the PR Police does recruit candidates with the right characteristics to promote philosophy of community policing and protection of civil rights.

- EXO rank officers and those from the Headquarters area have a higher agreement.

Table 29.1

PR Police Has an Effective and Attractive Promotional Campaign to Gather the Attention of Various Sectors of the Community for the Recruitment of New Officers

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
	24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO	
	Percentage (%)																
Z-test	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	
Yes	31.0	28.0	30.0	30.0	37.0 CD	34.0 G	30.0	25.0	31.0	31.0	33.0	31.0	31.0	32.0	31.0	43.0	
No	69.0	72.0 E	70.0 E	70.0 E	63.0	66.0 F	70.0	75.0	69.0	69.0	67.0	69.0	69.0	68.0	69.0	57.0	
	Frequency																
Yes	620	23	165	304	128	193	427	20	64	80	150	306	441	82	59	12	26
No	1373	59	381	711	222	368	1005	59	142	181	309	682	993	178	132	35	35
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns **BCDE, FG, HIJKL, MNOPQ**.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q29. Do you consider that the PR Police has an effective and attractive promotional campaign to draw the attention of various sectors of the community for the recruitment of new members?

Table 29.2

PR Police Has an Effective and Attractive Promotional Campaign to Gather the Attention of Various Sectors of the Community for the Recruitment of New Officers

TOTAL		POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters
Percentage (%)															
Z-test		(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)
Yes	31.0	28.0	25.0	28.0	39.0	24.0	38.0	22.0	31.0	31.0	20.0	36.0	33.0	42.0	44.0
					**		**		a			Xa	a	**	**
No	69.0	72.0	75.0	72.0	61.0	76.0	62.0	78.0	69.0	69.0	80.0	64.0	67.0	58.0	56.0
		UWde	UWde	UWde		UWde		UWbde	e	e	**				
Frequency															
Yes	620	53	36	60	42	34	51	46	44	26	28	24	25	42	109
No	1373	138	109	157	66	109	82	159	98	58	111	42	50	57	137
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns **RSTUVWXYZabcde**.

** Significantly higher than > 5 police areas.

Q29. Do you consider that the PR Police has an effective and attractive promotional campaign to draw the attention of various sectors of the community for the recruitment of new members?

Over two-thirds of the officers do not agree that the PR Police have an effective and attractive promotional campaign to gather the attention of the different sectors of the community for the purposes of new officer recruitment.

- This disagreement is lower among EXO rank officers and those from Humacao, Aibonito and Headquarters.

Table 30.1*PR Police Has the Necessary Incentives, Conditions, and Initiatives to Retain its Human Talent*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
		Percentage (%)															
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Yes	11.0	15.0	10.0	10.0	13.0	11.0	11.0	13.0	11.0	11.0	10.0	11.0	11.0	10.0	11.0	9.0	5.0
No	89.0	85.0	90.0	90.0	87.0	89.0	89.0	87.0	89.0	89.0	90.0	89.0	89.0	90.0	89.0	91.0	95.0
Frequency																	
Yes	216	12	53	106	45	62	154	10	23	30	47	106	163	25	21	4	3
No	1777	70	493	909	305	499	1278	69	183	231	412	882	1271	235	170	43	58
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q30. And, do you consider that the Puerto Rico Police Bureau has the incentives, conditions, and initiatives necessary to retain its human talent?

Table 30.2*PR Police Has the Necessary Incentives, Conditions, and Initiatives to Retain its Human Talent*

TOTAL		POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters
Percentage (%)															
Z-test		(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)
Yes	11.0	9.0	8.0	12.0	16.0	6.0	19.0	6.0	11.0	10.0	6.0	8.0	11.0	21.0	13.0
				X	VXa		**							**	VXa
No	89.0	91.0	92.0	88.0	84.0	94.0	81.0	94.0	89.0	90.0	94.0	92.0	89.0	79.0	87.0
		Wd	Wd	d		UWde		TUWde	d	d	UWde	Wd			
Frequency															
Yes	216	17	12	26	17	9	25	12	16	8	8	5	8	21	32
No	1777	174	133	191	91	134	108	193	126	76	131	61	67	78	214
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q30. And, do you consider that the Puerto Rico Police Bureau has the incentives, conditions, and initiatives necessary to retain its human talent?

Nine out of ten officers indicate that the PR Police does not have the necessary incentives, conditions, and initiatives to retain its talent.

- There is a bit more agreement (although still low overall) among officers from Caguas and Aibonito.

POLICIES AND PROCEDURES

The main objectives of the Policies and Procedures compliance area is to ensure said policies and procedures reflect and express PRPD's core values and priorities and provide clear guidance to ensure that officers and civilian employees lawfully, effectively, and ethically serve the community. PRPD shall develop comprehensive and agencywide policies and procedures to ensure consistency with, and full implementation of, each requirement of this Agreement. These policies and procedures shall define terms clearly, comply with applicable law, and comport with generally accepted policing practice. PRPD shall apply policies uniformly and hold officers accountable for complying with policies and advancing PRPD's core values and priorities. ("Agreement" ¶ 109)

Table 31.1

Level of Agreement that the PR Police Has Well-defined Policies, Protocols and Procedure Manuals, Which Contain in Detail the Functions and Obligations of Each Operational Unit/Division of the Police

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
		Percentage (%)															
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
(5) Totally agree	45.6	40.2	41.6	46.1	51.4	41.4	47.2	45.6	40.3	44.1	43.4	48.1	43.2	49.6	54.5	42.6	57.4
					C		F					I			M		M
(4) Somewhat agree	38.5	42.7	38.8	39.0	35.4	41.7	37.2	38.0	39.3	40.6	40.1	37.0	39.6	36.5	36.6	40.4	24.6
													Q				
(3) Nor agree, nor disagree	7.5	7.3	9.5	7.3	5.1	7.8	7.4	8.9	8.3	6.9	9.2	6.7	8.5	6.2	3.7	2.1	6.6
			E										O				
(2) Somewhat disagree	5.3	4.9	6.2	5.1	4.6	6.2	5.0	3.8	6.8	4.6	4.8	5.6	5.4	5.4	3.1	10.6	6.6
																O	
(1) Totally disagree	3.1	4.9	3.8	2.5	3.4	2.9	3.2	3.8	5.3	3.8	2.6	2.6	3.3	2.3	2.1	4.3	4.9
									L								
TOP 2 BOX (4, 5)	84.0	82.9	80.4	85.1	86.9	83.1	84.4	83.5	79.6	84.7	83.4	85.1	82.8	86.2	91.1	83.0	82.0
				C	C							I			MQ		
BOT 2 BOX (1, 2)	8.4	9.8	10.1	7.6	8.0	9.1	8.2	7.6	12.1	8.4	7.4	8.2	8.6	7.7	5.2	14.9	11.5
									K							O	
AVERAGE	4.2	4.1	4.1	4.2	4.3	4.1	4.2	4.2	4.0	4.2	4.2	4.2	4.1	4.3	4.4	4.1	4.2
				C	C							I			MP		
		Frequency															
(5) Totally agree	908	33	227	468	180	232	676	36	83	115	199	475	620	129	104	20	35
(4) Somewhat agree	767	35	212	396	124	234	533	30	81	106	184	366	568	95	70	19	15
(3) Nor agree, nor disagree	150	6	52	74	18	44	106	7	17	18	42	66	122	16	7	1	4
(2) Somewhat disagree	106	4	34	52	16	35	71	3	14	12	22	55	77	14	6	5	4
(1) Totally disagree	62	4	21	25	12	16	46	3	11	10	12	26	47	6	4	2	3
TOP 2 BOX (4, 5)	1675	68	439	864	304	466	1209	66	164	221	383	841	1188	224	174	39	50
BOT 2 BOX (1, 2)	168	8	55	77	28	51	117	6	25	22	34	81	124	20	10	7	7
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q31. How much do you agree that the PR Police has well-defined policies, protocols, and procedural manuals that contain in detail the functions and obligations of each unit/operational division of the police?

Table 31.2

Level of Agreement that the PR Police Has Well-defined Policies, Protocols and Procedure Manuals, Which Contain in Detail the Functions and Obligations of Each Operational Unit/Division of the Police

	TOTAL	POLICE AREA													
	San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters	
Percentage (%)															
Z-test	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)	
(5) Totally agree	45.6	46.1	46.2	41.5	47.2	49.0	48.1	42.0	47.2	45.2	37.4	50.0	42.7	52.5	48.0
											a			a	
(4) Somewhat agree	38.5	37.7	40.0	42.9	40.7	32.9	33.1	38.0	37.3	40.5	44.6	39.4	41.3	37.4	35.8
											v				
(3) Nor agree, nor disagree	7.5	6.3	9.0	5.1	4.6	7.7	6.8	10.2	8.5	9.5	6.5	7.6	9.3	5.1	8.9
								T							
(2) Somewhat disagree	5.3	5.8	3.4	7.4	4.6	6.3	9.0	6.8	4.9	—	5.0	1.5	4.0	5.1	4.5
		z		z	z	z	zb	z	z		z			z	z
(1) Totally disagree	3.1	4.2	1.4	3.2	2.8	4.2	3.0	2.9	2.1	4.8	6.5	1.5	2.7	—	2.8
		d				d				d	Sd				
TOP 2 BOX (4, 5)	84.0	83.8	86.2	84.3	88.0	81.8	81.2	80.0	84.5	85.7	82.0	89.4	84.0	89.9	83.7
														x	
BOT 2 BOX (1, 2)	8.4	9.9	4.8	10.6	7.4	10.5	12.0	9.8	7.0	4.8	11.5	3.0	6.7	5.1	7.3
							Sb				Sb				
AVERAGE	4.2	4.2	4.3	4.1	4.3	4.2	4.1	4.1	4.2	4.2	4.0	4.4	4.2	4.4	4.2
			a									a		TXa	
Frequency															
(5) Totally agree	908	88	67	90	51	70	64	86	67	38	52	33	32	52	118
(4) Somewhat agree	767	72	58	93	44	47	44	78	53	34	62	26	31	37	88
(3) Nor agree, nor disagree	150	12	13	11	5	11	9	21	12	8	9	5	7	5	22
(2) Somewhat disagree	106	11	5	16	5	9	12	14	7	—	7	1	3	5	11
(1) Totally disagree	62	8	2	7	3	6	4	6	3	4	9	1	2	—	7
TOP 2 BOX (4, 5)	1675	160	125	183	95	117	108	164	120	72	114	59	63	89	206
BOT 2 BOX (1, 2)	168	19	7	23	8	15	16	20	10	4	16	2	5	5	18
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q31. How much do you agree that the PR Police has well-defined policies, protocols, and procedural manuals that contain in detail the functions and obligations of each unit/operational division of the police?

Eight out of ten officers exhibit some degree of agreement that the PR Police has well defined policies, protocols and procedure manuals which contain the detail of the function and obligations of the different operational units and division within the police department.

Table 32.1*Those Responsible for Developing PR Police Policies Take into Consideration the Opinion and Suggestions of the Police Officers*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK					
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO	
		Percentage (%)																
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	
Yes	23.0	23.0	23.0	21.0	27.0 D	22.0	23.0	23.0	19.0	27.0	23.0	22.0	21.0	22.0	30.0 M	21.0	36.0 MN	
No	77.0	77.0	77.0	79.0 E	73.0	78.0	77.0	77.0	81.0	73.0	77.0	78.0	79.0 OQ	78.0 Q	70.0	79.0	64.0	
Frequency																		
Yes	452	19	127	211	95	123	329	18	40	70	105	219	305	58	57	10	22	
No	1541	63	419	804	255	438	1103	61	166	191	354	769	1129	202	134	37	39	
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61	

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q32. Do those responsible for developing the policies of the PR Police take into consideration the opinion and suggestions of the members of the police force?

Table 32.2*Those Responsible for Developing PR Police Policies Take into Consideration the Opinion and Suggestions of the Police Officers*

TOTAL		POLICE AREA													Head- quarters
	San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito		
Percentage (%)															
Z-test	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)	
Yes	23.0	20.0	23.0	22.0	26.0	20.0	19.0	17.0	20.0	20.0	17.0	29.0 X	20.0	25.0	36.0 **
No	77.0	80.0 e	77.0 e	78.0 e	74.0	80.0 e	81.0 e	83.0 be	80.0 e	80.0 e	83.0 e	71.0	80.0 e	75.0	64.0
Frequency															
Yes	452	39	33	48	28	28	25	35	28	17	24	19	15	25	88
No	1541	152	112	169	80	115	108	170	114	67	115	47	60	74	158
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q32. Do those responsible for developing the policies of the PR Police take into consideration the opinion and suggestions of the members of the police force?

Three out of four officers indicate that those responsible for developing the PR Police policies do not take into consideration the police officers' opinions and suggestions.

- EXO rank officers and those from Headquarters exhibit a higher agreement compared to the other officer subgroups.

Table 33.1

PR Police Provides Sufficient Training and Resources to Collect, Analyze and Disseminate Data that Is Useful to Officers and Supervisors in Their Daily Operations and Decision-Making

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
	24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO	
	Percentage (%)																
Z-test	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	
Yes	53.0	46.0	50.0	54.0	59.0	54.0	53.0	56.0	48.0	55.0	49.0	56.0	53.0	52.0	55.0	47.0	67.0
No	47.0	54.0	50.0	46.0	41.0	46.0	47.0	44.0	52.0	45.0	51.0	44.0	47.0	48.0	45.0	53.0	33.0
		E	E					L			L		Q	Q		Q	
Frequency																	
Yes	1066	38	271	552	205	301	765	44	99	144	224	555	763	134	106	22	41
No	927	44	275	463	145	260	667	35	107	117	235	433	671	126	85	25	20
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJK, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q33. Does the PR Police provide sufficient training and resources to collect, analyze and disseminate data that are useful to officers and supervisors in their daily operations and decision making?

Table 33.2

PR Police Provides Sufficient Training and Resources to Collect, Analyze and Disseminate Data that Is Useful to Officers and Supervisors in Their Daily Operations and Decision-Making

TOTAL		POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters
Percentage (%)															
Z-test		(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)
Yes	53.0	47.0	48.0	54.0	51.0	57.0	53.0	49.0	54.0	54.0	45.0	53.0	55.0	71.0	62.0
No	47.0	53.0	52.0	46.0	49.0	43.0	47.0	51.0	46.0	46.0	55.0	47.0	45.0	29.0	38.0
		de	de	d	d	d	d	de	d	d	de	d	d		
Frequency															
Yes	1066	89	70	118	55	81	71	100	76	45	63	35	41	70	152
No	927	102	75	99	53	62	62	105	66	39	76	31	34	29	94
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q33. Does the PR Police provide sufficient training and resources to collect, analyze and disseminate data that are useful to officers and supervisors in their daily operations and decision making?

Officers are almost evenly divided (albeit with slightly more in agreement) on whether the PR Police provides sufficient training to collect, analyze and disseminate useful data to officers and supervisors for their daily decision making and operation.

- Agreement is notably higher among EXO rank officers and those from Aibonito and Headquarters.

TRAININGS

The main objectives of the Training compliance area are that the PRPD shall ensure that every PRPD officer and employee receives effective and comprehensive training that ensures they understand their responsibilities, the scope of their authority, and PRPD policy, and are able to fulfill these responsibilities and police effectively. Qualified trainers and instructors shall deliver instruction through generally accepted methods and techniques that are approved by UCCJ and are designed to achieve clear and articulated learning objectives. Trainers and instructors shall utilize generally accepted evaluation methods approved by UCCJ to assess proficiency and competency. ("Agreement ¶ 117)

Table 34.1

PR Police Provides Sufficient Training Each Year to the Police Corps So that They Can Exercise Their Functions in an Up-to-date, Professional Manner, and within the Framework of Their Authority

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
		Percentage (%)															
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Yes	82.0	70.0	76.0	85.0	85.0	84.0	81.0	71.0	74.0	82.0	80.0	85.0	81.0	80.0	86.0	85.0	89.0
				BC	BC					HI		HIK					
No	18.0	30.0	24.0	15.0	15.0	16.0	19.0	29.0	26.0	18.0	20.0	15.0	19.0	20.0	14.0	15.0	11.0
		DE	DE					JL	JL		L						
		Frequency															
Yes	1630	57	413	863	297	471	1159	56	152	214	368	840	1163	209	164	40	54
No	363	25	133	152	53	90	273	23	54	47	91	148	271	51	27	7	7
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPO.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q34. Do you consider that the PR Police provides sufficient training each year to the members of the police force so that they can carry out their functions in an up-to-date, professional manner, and within the framework of their authority?

Table 34.2

PR Police Provides Sufficient Training Each Year to the Police Corps So that They Can Exercise Their Functions in an Up-to-date, Professional Manner, and within the Framework of Their Authority

TOTAL					POLICE AREA										
	San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters	
Percentage (%)															
Z-test	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)	
Yes	82.0	81.0	83.0	83.0	86.0	80.0	75.0	77.0	79.0	86.0	76.0	83.0	87.0	89.0	86.0
No	18.0	19.0	17.0	17.0	14.0	20.0	25.0	23.0	21.0	14.0	24.0	17.0	13.0	11.0	14.0
							Ude	Ude	d		de				
Frequency															
Yes	1630	154	121	180	93	115	100	157	112	72	106	55	65	88	212
No	363	37	24	37	15	28	33	48	30	12	33	11	10	11	34
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q34. Do you consider that the PR Police provides sufficient training each year to the members of the police force so that they can carry out their functions in an up-to-date, professional manner, and within the framework of their authority?

Eight out of ten officers say that the PR Police does provide sufficient training each year to the police corps so they can exercise their functions in an updated and professional manner and within the authority framework.

- There is a slightly lower agreement among the younger age officers (24 to 34 years old).

Table 35.1*PR Police Officers Are Trained to Offer Services to People with Disabilities*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Yes	19.0	17.0	19.0	18.0	21.0	14.0	21.0 F	18.0	21.0	21.0	16.0	19.0	20.0	17.0	15.0	19.0	16.0
No	81.0	83.0	81.0	82.0	79.0	86.0 G	79.0	82.0	79.0	79.0	84.0	81.0	80.0	83.0	85.0	81.0	84.0
Frequency																	
Yes	375	14	106	182	73	80	295	14	43	54	75	189	284	44	28	9	10
No	1618	68	440	833	277	481	1137	65	163	207	384	799	1150	216	163	38	51
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q35. Do you think that the members of the PR Police are trained to offer services to people with disabilities (deaf, blind, mobility, etc.)?

Table 35.2*PR Police Officers Are Trained to Offer Services to People with Disabilities*

TOTAL		POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters
Percentage (%)															
Z-test		(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)
Yes	19.0	21.0 a	14.0	18.0	17.0	20.0 a	23.0 a	17.0	17.0	18.0	11.0	17.0	15.0	22.0 a	26.0 **
No	81.0	79.0	86.0 e	82.0 e	83.0 e	80.0	77.0	83.0 e	83.0 e	82.0	89.0 RVWde	83.0	85.0 e	78.0	74.0
Frequency															
Yes	375	40	21	40	18	28	31	34	24	15	15	11	11	22	65
No	1618	151	124	177	90	115	102	171	118	69	124	55	64	77	181
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q35. Do you think that the members of the PR Police are trained to offer services to people with disabilities (deaf, blind, mobility, etc.)?

Eight out of ten officers do not agree that the officers are trained to offer services to people with disabilities.

- This disagreement is slightly lower among those officers from Headquarters.

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Table 36.1

Level of Agreement that Instructors Who Provide Training to PR Police Officers Use Appropriate Methods to Promote Their Learning and Training

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
(5) Totally agree	47.0	36.6	45.1	47.8	50.3 B	45.3	47.7	34.2	49.5 H	49.0 H	44.2	48.3 H	47.4	46.5	45.5	44.7	47.5
(4) Somewhat agree	38.4	39.0	37.9	38.3	39.4	39.0	38.2	40.5	35.0	36.8	38.1	39.6	37.5	39.6	43.5	42.6	36.1
(3) Nor agree, nor disagree	7.4	15.9 DE	9.2 E	6.9	4.3	9.1	6.8	16.5 IKL	5.8	10.0 L	8.3	6.0	7.9	8.1	4.2	6.4	3.3
(2) Somewhat disagree	4.8	4.9	5.3	4.7	4.3	5.5	4.5	6.3	5.8	3.4	6.5 L	4.0	5.4 N	1.5	5.2 N	2.1	6.6 N
(1) Totally disagree	2.0	3.7	2.2	1.9	1.7	1.1	2.4	2.5	3.9 J	0.8	2.0	1.9	1.5	3.8 M	1.6	4.3	6.6 MO
Don't know	0.3	—	0.4	0.4	—	—	0.4	—	—	—	0.9	0.2	0.3	0.4	—	—	—
TOP 2 BOX (4, 5)	85.4	75.6	83.0	86.1 B	89.7 BC	84.3	85.9	74.7	84.5	85.8 H	82.4	87.9 HK	84.9	86.2	89.0	87.2	83.6
BOT 2 BOX (1, 2)	6.8	8.5	7.5	6.6	6.0	6.6	6.9	8.9	9.7 JL	4.2	8.5 J	6.0	6.8	5.4	6.8	6.4	13.1 N
AVERAGE	4.2	4.0	4.2	4.3 B	4.3 BC	4.2	4.3	4.0	4.2	4.3 H	4.2	4.3 HK	4.2	4.2	4.3	4.2	4.1
Frequency																	
(5) Totally agree	937	30	246	485	176	254	683	27	102	128	203	477	679	121	87	21	29
(4) Somewhat agree	766	32	207	389	138	219	547	32	72	96	175	391	538	103	83	20	22
(3) Nor agree, nor disagree	148	13	50	70	15	51	97	13	12	26	38	59	114	21	8	3	2
(2) Somewhat disagree	96	4	29	48	15	31	65	5	12	9	30	40	77	4	10	1	4
(1) Totally disagree	40	3	12	19	6	6	34	2	8	2	9	19	21	10	3	2	4
Don't know	6	—	2	4	—	—	6	—	—	—	4	2	5	1	—	—	—
TOP 2 BOX (4, 5)	1703	62	453	874	314	473	1230	59	174	224	378	868	1217	224	170	41	51
BOT 2 BOX (1, 2)	136	7	41	67	21	37	99	7	20	11	39	59	98	14	13	3	8
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q36. How much do you agree that the instructors who provide training to members of the PR Police use appropriate methods to promote their learning and training?

Table 36.2*Level of Agreement that Instructors Who Provide Training to PR Police Officers Use Appropriate Methods to Promote Their Learning and Training*

	TOTAL	POLICE AREA													
	San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utuaodo	Fajardo	Aibonito	Head-quarters	
Percentage (%)															
Z-test	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)	
(5) Totally agree	47.0	46.6	60.0 **	45.6	56.5 WYac	48.3	43.6	44.9	38.7	54.8 Yac	38.8	48.5	36.0	56.6 Yac	45.5
(4) Somewhat agree	38.4	39.3	31.7	38.2	32.4	36.4	39.1	39.0	38.7	38.1	46.8 SUE	40.9	50.7 SUE	37.4	36.2
(3) Nor agree, nor disagree	7.4	8.4 d	3.4	9.2 Sd	4.6	9.1 Sd	4.5	9.3 Sd	14.8 **	4.8	5.0	6.1	9.3 d	2.0	7.7 d
(2) Somewhat disagree	4.8	2.6	3.4	5.5	4.6	3.5	8.3 Rd	4.9	5.6	2.4	5.8	3.0	4.0	1.0	7.7 Rd
(1) Totally disagree	2.0	3.1	1.4	0.9	1.9	2.1	3.8	2.0	2.1	—	1.4	1.5	—	3.0	2.8
Don't know	0.3	—	—	0.5	—	0.7	0.8	—	—	—	2.2 RXe	—	—	—	—
TOP 2 BOX (4, 5)	85.4	85.9 Y	91.7 TWXYe	83.9	88.9 Y	84.6	82.7	83.9	77.5	92.9 TWXYe	85.6	89.4 Y	86.7	93.9 **	81.7
BOT 2 BOX (1, 2)	6.8	5.8	4.8	6.5	6.5	5.6	12.0 RSZd	6.8	7.7	2.4	7.2	4.5	4.0	4.0	10.6 SZ
AVERAGE	4.2	4.2	4.5 **	4.2	4.4 Ye	4.3	4.1	4.2	4.1	4.5 **	4.2	4.3	4.2	4.4 **	4.1
Frequency															
(5) Totally agree	937	89	87	99	61	69	58	92	55	46	54	32	27	56	112
(4) Somewhat agree	766	75	46	83	35	52	52	80	55	32	65	27	38	37	89
(3) Nor agree, nor disagree	148	16	5	20	5	13	6	19	21	4	7	4	7	2	19
(2) Somewhat disagree	96	5	5	12	5	5	11	10	8	2	8	2	3	1	19
(1) Totally disagree	40	6	2	2	2	3	5	4	3	—	2	1	—	3	7
Don't know	6	—	—	1	—	1	1	—	—	—	3	—	—	—	—
TOP 2 BOX (4, 5)	1703	164	133	182	96	121	110	172	110	78	119	59	65	93	201
BOT 2 BOX (1, 2)	136	11	7	14	7	8	16	14	11	2	10	3	3	4	26
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q36. How much do you agree that the instructors who provide training to members of the PR Police use appropriate methods to promote their learning and training?

Most officers exhibit a level of agreement that instructors who provide training to the officer corps use appropriate methods to promote learning and training.

- This agreement is somewhat lower among younger officers (both in age and service time).

Table 37.1*PR Police Provides Training to Implement the Policies or Regulations Governing Interventions with Foreign or Non-citizen Persons*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Yes	76.0	66.0	70.0	78.0 BC	83.0 BC	74.0	77.0	72.0	70.0	71.0	75.0	79.0 IJ	75.0	75.0	81.0	91.0 MN	80.0
No	24.0	34.0 DE	30.0 DE	22.0	17.0	26.0	23.0	28.0	30.0 L	29.0 L	25.0	21.0	25.0 P	25.0 P	19.0	9.0	20.0
Frequency																	
Yes	1517	54	380	794	289	414	1103	57	144	186	345	785	1074	196	155	43	49
No	476	28	166	221	61	147	329	22	62	75	114	203	360	64	36	4	12
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q37. Has the PR Police provided adequate training to implement the policies or regulations that govern interventions with foreigners or non-citizens?

Table 37.2*PR Police Provides Training to Implement the Policies or Regulations Governing Interventions with Foreign or Non-citizen Persons*

TOTAL		POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters
Percentage (%)															
Z-test		(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)
Yes	76.0	73.0	71.0	75.0	78.0	73.0	86.0 **	73.0	75.0	80.0	73.0	82.0	69.0	83.0 Sc	79.0
No	24.0	27.0 W	29.0 Wd	25.0 W	22.0	27.0 W	14.0	27.0 W	25.0 W	20.0	27.0 W	18.0	31.0 Wd	17.0	21.0
Frequency															
Yes	1517	140	103	163	84	104	114	150	107	67	102	54	52	82	195
No	476	51	42	54	24	39	19	55	35	17	37	12	23	17	51
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q37. Has the PR Police provided adequate training to implement the policies or regulations that govern interventions with foreigners or non-citizens?

Three out of four officers indicate that the PR Police do provide training to implement the policies and regulation surrounding the interventions conducted with foreigners or non-citizens.

- Younger officers (both in age and service time) exhibit a somewhat lower agreement relative to older, more veteran officers.

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Table 38.1*Resources that the PR Police Have Provided Its Officers So They Can Do Their Job Effectively*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
(1) Have received training, but do not have the right equipment	52.0	52.0	53.0	53.0	49.0	50.0	53.0	57.0	49.0	57.0	54.0	50.0	54.0	49.0	51.0	57.0	25.0
(2) Have not received training, but have the right equipment	41.0	39.0	40.0	41.0	44.0	44.0	40.0	38.0	44.0	37.0	39.0	43.0	40.0	42.0	43.0	36.0	67.0
(3) Have received the training and have the right equipment	3.0	5.0	3.0	2.0	3.0	2.0	3.0	3.0	2.0	3.0	3.0	3.0	3.0	3.0	2.0	2.0	5.0
(4) Have not received training, nor do have the right equipment	4.0	4.0	5.0	4.0	4.0	4.0	4.0	3.0	5.0	3.0	4.0	4.0	4.0	5.0	4.0	4.0	3.0
TRAINING (1, 3)	93.0	91.0	92.0	94.0	93.0	94.0	93.0	95.0	93.0	93.0	93.0	93.0	94.0	91.0	94.0	94.0	92.0
RIGHT EQUIPMENT (2, 3)	44.0	44.0	43.0	43.0	47.0	46.0	43.0	41.0	47.0	40.0	42.0	46.0	42.0	45.0	46.0	38.0	72.0
Frequency																	
(1) Have received training, but do not have the right equipment	1039	43	288	537	171	279	760	45	100	148	248	498	772	128	97	27	15
(2) Have not received training, but have the right equipment	820	32	217	416	155	247	573	30	91	96	178	425	570	109	83	17	41
(3) Have received the training and have the right equipment	53	4	16	24	9	10	43	2	5	8	13	25	36	9	4	1	3
(4) Have not received training, nor do have the right equipment	81	3	25	38	15	25	56	2	10	9	20	40	56	14	7	2	2
TRAINING (1, 3)	1859	75	505	953	326	526	1333	75	191	244	426	923	1342	237	180	44	56
RIGHT EQUIPMENT (2, 3)	873	36	233	440	164	257	616	32	96	104	191	450	606	118	87	18	44
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q38. Which of the following alternatives best describes the resources that the PR Police has provided you so that you can carry out your work effectively?

Table 38.2*Resources that the PR Police Have Provided Its Officers So They Can Do Their Job Effectively*

TOTAL		POLICE AREA													Head-quarters
	San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito		
Percentage (%)															
Z-test	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)	
(1) Have received training, but do not have the right equipment	52.0	53.0	52.0	51.0	53.0	51.0	50.0	57.0	59.0	56.0	63.0	41.0	59.0	52.0	39.0
		e	e	e	e	e	e	be	be	e	TWbe		be	e	
(2) Have not received training, but have the right equipment	41.0	40.0	43.0	42.0	42.0	40.0	43.0	34.0	35.0	39.0	30.0	55.0	35.0	44.0	54.0
			a	a			a					**		a	**
(3) Have received the training and have the right equipment	3.0	3.0	3.0	3.0	2.0	3.0	2.0	3.0	1.0	1.0	2.0	5.0	1.0	2.0	4.0
(4) Have not received training, nor do have the right equipment	4.0	4.0	2.0	4.0	4.0	6.0	5.0	5.0	6.0	4.0	5.0	—	5.0	2.0	3.0
TRAINING (1, 3)	93.0	93.0	95.0	93.0	94.0	91.0	93.0	91.0	94.0	95.0	93.0	95.0	93.0	96.0	93.0
RIGHT EQUIPMENT (2, 3)	44.0	43.0	46.0	45.0	44.0	43.0	44.0	38.0	35.0	40.0	32.0	59.0	36.0	46.0	57.0
			a	a			a					**		a	**
Frequency															
(1) Have received training, but do not have the right equipment	1039	101	76	111	57	73	67	117	84	47	87	27	44	51	97
(2) Have not received training, but have the right equipment	820	76	62	91	45	57	57	70	49	33	42	36	26	44	132
(3) Have received the training and have the right equipment	53	6	4	7	2	5	2	7	1	1	3	3	1	2	9
(4) Have not received training, nor do have the right equipment	81	8	3	8	4	8	7	11	8	3	7	—	4	2	8
TRAINING (1, 3)	1859	177	138	202	102	130	124	187	133	80	129	63	70	95	229
RIGHT EQUIPMENT (2, 3)	873	82	66	98	47	62	59	77	50	34	45	39	27	46	141
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q38. Which of the following alternatives best describes the resources that the PR Police has provided you so that you can carry out your work effectively?

While almost all officers indicate that the PR Police provides officers with the training to their job effectively, less than half say that they are provided the right equipment for effectively carrying out their job.

- There is a significantly higher mention of providing both training and right equipment for the job among EXO rank officers and those Utuado and Headquarters.

SUPERVISION AND MANAGEMENT

The main objectives of the Supervision and Management compliance area are that the PRPD shall ensure that an adequate number of qualified first-line supervisors are deployed in the field to allow supervisors to provide close and effective supervision to each officer under the supervisor's direct command, to provide officers with the direction and guidance necessary to improve and develop as police officers, and to identify, correct, and prevent misconduct. PRPD shall develop policies for supervision that set out clear requirements for supervisors and are consistent with generally accepted policing practices. ("Agreement" ¶ 135)

Table 39.1

PR Police Has an Efficient System in Which Supervisors Can Early Identify Inappropriate Behavior By Police Officers

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
		Percentage (%)															
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Yes	41.0	35.0	37.0	41.0	47.0	32.0	44.0	33.0	39.0	40.0	36.0	44.0	37.0	57.0	49.0	47.0	34.0
					CD		F					K		MQ	M		
No	59.0	65.0	63.0	59.0	53.0	68.0	56.0	67.0	61.0	60.0	64.0	56.0	63.0	43.0	51.0	53.0	66.0
			E	E		G					L		NO				N
		Frequency															
Yes	810	29	203	413	165	182	628	26	80	104	166	434	526	148	93	22	21
No	1183	53	343	602	185	379	804	53	126	157	293	554	908	112	98	25	40
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q39. According to your perception, do you consider that the PR Police has an efficient system in which supervisors can identify, early, inappropriate behavior of police members?

Table 39.2

PR Police Has an Efficient System in Which Supervisors Can Early Identify Inappropriate Behavior By Police Officers

	TOTAL	POLICE AREA															Head-quarters
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito			
		Percentage (%)															
Z-test		(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)		
Yes	41.0	40.0	32.0	41.0	43.0	44.0	39.0	37.0	39.0	36.0	38.0	44.0	47.0	48.0	46.0		
						S							S	S	S		
No	59.0	60.0	68.0	59.0	57.0	56.0	61.0	63.0	61.0	64.0	62.0	56.0	53.0	52.0	54.0		
			Vcde														
		Frequency															
Yes	810	76	46	88	46	63	52	76	56	30	53	29	35	48	112		
No	1183	115	99	129	62	80	81	129	86	54	86	37	40	51	134		
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246		

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q39. According to your perception, do you consider that the PR Police has an efficient system in which supervisors can identify, early, inappropriate behavior of police members?

Six out of ten officers say that the PR Police does not have an efficient system in which supervisors can early identify inappropriate behavior by police officers.

- This negative response increases the younger the officer's age, is higher among females, among those with a PO and EXO rank, and among those from Arecibo.

Table 40.1*Level of Agreement that the PR Police Has the Necessary Number of Qualified Officer Supervisors*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
(5) Totally agree	8.9	6.1	9.2	8.1	11.7	7.5	9.5	6.3	9.2	10.7	9.2	8.5	8.7	11.2	11.0	—	4.9
					D								P	P	P		
(4) Somewhat agree	26.8	19.5	24.4	28.4	28.0	27.5	26.6	22.8	24.8	27.6	25.3	28.1	28.5	26.9	18.8	21.3	16.4
													OQ	O			
(3) Nor agree, nor disagree	12.1	14.6	13.2	12.0	10.3	13.4	11.7	19.0	11.7	13.8	12.9	10.9	13.8	8.8	8.4	4.3	4.9
								L					NOQ				
(2) Somewhat disagree	20.4	19.5	20.1	20.5	20.9	20.7	20.3	22.8	17.0	20.7	21.1	20.5	19.7	22.3	20.9	25.5	23.0
(1) Totally disagree	31.7	40.2	33.2	31.0	29.1	31.0	31.9	29.1	37.4	27.2	31.6	31.9	29.2	30.8	40.8	48.9	50.8
									J						MN	MN	MN
TOP 2 BOX (4, 5)	35.8	25.6	33.5	36.5	39.7	34.9	36.1	29.1	34.0	38.3	34.4	36.6	37.2	38.1	29.8	21.3	21.3
				B	B								OPQ	PQ			
BOT 2 BOX (1, 2)	52.1	59.8	53.3	51.5	50.0	51.7	52.2	51.9	54.4	47.9	52.7	52.4	49.0	53.1	61.8	74.5	73.8
															M	MN	MN
AVERAGE	2.6	2.3	2.6	2.6	2.7	2.6	2.6	2.5	2.5	2.7	2.6	2.6	2.7	2.7	2.4	2.0	2.0
					B								OPQ	OPQ			
Frequency																	
(5) Totally agree	178	5	50	82	41	42	136	5	19	28	42	84	125	29	21	—	3
(4) Somewhat agree	535	16	133	288	98	154	381	18	51	72	116	278	409	70	36	10	10
(3) Nor agree, nor disagree	242	12	72	122	36	75	167	15	24	36	59	108	198	23	16	2	3
(2) Somewhat disagree	407	16	110	208	73	116	291	18	35	54	97	203	283	58	40	12	14
(1) Totally disagree	631	33	181	315	102	174	457	23	77	71	145	315	419	80	78	23	31
TOP 2 BOX (4, 5)	713	21	183	370	139	196	517	23	70	100	158	362	534	99	57	10	13
BOT 2 BOX (1, 2)	1038	49	291	523	175	290	748	41	112	125	242	518	702	138	118	35	45
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HUKL, MNOPO.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q40. How much do you agree that the PR Police has the necessary number of qualified supervisors?

Table 40.2*Level of Agreement that the PR Police Has the Necessary Number of Qualified Officer Supervisors*

TOTAL		POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters
Percentage (%)															
Z-test		(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)
(5) Totally agree	8.9	5.8	8.3	12.0	12.0	11.9	7.5	5.9	11.3	3.6	6.5	6.1	8.0	12.1	11.0
				RXZ	Z	RXZ			Z					Z	Z
(4) Somewhat agree	26.8	21.5	22.1	27.6	25.0	28.0	27.1	24.9	23.2	29.8	30.9	42.4	17.3	31.3	30.5
											c	**		c	Rc
(3) Nor agree, nor disagree	12.1	16.8	12.4	12.9	7.4	14.0	9.8	10.7	11.3	16.7	8.6	7.6	10.7	12.1	13.8
		Ua								U					
(2) Somewhat disagree	20.4	19.4	23.4	24.0	21.3	23.1	18.8	18.5	23.9	19.0	13.7	16.7	26.7	17.2	19.5
			a	a		a			a				a		
(1) Totally disagree	31.7	36.6	33.8	23.5	34.3	23.1	36.8	40.0	30.3	31.0	40.3	27.3	37.3	27.3	25.2
		TVe	TV		T		TVe	TVde			TVde		TVe		
TOP 2 BOX (4, 5)	35.8	27.2	30.3	39.6	37.0	39.9	34.6	30.7	34.5	33.3	37.4	48.5	25.3	43.4	41.5
				Rc		Rc						RSXc		RSXc	RSXc
BOT 2 BOX (1, 2)	52.1	56.0	57.2	47.5	55.6	46.2	55.6	58.5	54.2	50.0	54.0	43.9	64.0	44.4	44.7
		e	e				e	TVbde					TVbde		
AVERAGE	2.6	2.4	2.5	2.8	2.6	2.8	2.5	2.4	2.6	2.6	2.5	2.8	2.3	2.8	2.8
				**		RSXc						RXc		RSXc	**
Frequency															
(5) Totally agree	178	11	12	26	13	17	10	12	16	3	9	4	6	12	27
(4) Somewhat agree	535	41	32	60	27	40	36	51	33	25	43	28	13	31	75
(3) Nor agree, nor disagree	242	32	18	28	8	20	13	22	16	14	12	5	8	12	34
(2) Somewhat disagree	407	37	34	52	23	33	25	38	34	16	19	11	20	17	48
(1) Totally disagree	631	70	49	51	37	33	49	82	43	26	56	18	28	27	62
TOP 2 BOX (4, 5)	713	52	44	86	40	57	46	63	49	28	52	32	19	43	102
BOT 2 BOX (1, 2)	1038	107	83	103	60	66	74	120	77	42	75	29	48	44	110
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q40. How much do you agree that the PR Police has the necessary number of qualified supervisors?

Over half of the police officers disagree with the PR Police having the necessary number of qualified officer supervisors.

- The level of disagreement is highest among higher rank officers and those from the areas of Bayamón and Fajardo. By contrast, agreement is higher among those officers from Utuado, Aibonito and Headquarters.

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Table 41.1*Level of Objectivity of the PR Police Work and Performance Evaluation System*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
(5) Totally objective	16.0	15.9	17.6	14.5	17.7	11.6	17.7 F	16.5	16.5	17.6	15.0	15.8	16.3	15.4	16.8	10.6	11.5
(4) Very objective	22.2	19.5	20.1	23.3	22.9	17.6	24.0 F	16.5	20.9	23.4	19.4	23.9	22.0	24.2	22.5	23.4	16.4
(3) Objective	32.3	28.0	29.7	34.0	32.6	36.2 G	30.8	35.4	25.7	35.2 I	34.0 I	31.9	32.7	34.2	27.7	29.8	31.1
(2) Not too objective	22.3	24.4	24.9	21.5	20.3	25.7 G	21.0	27.8	24.3	19.5	25.1	21.0	21.3	20.8	27.7 M	25.5	34.4 MN
(1) Nothing objective	7.2	12.2	7.7	6.8	6.6	8.9	6.6	3.8	12.6 HIJKL	4.2	6.5	7.5	7.7	5.4	5.2	10.6	6.6
TOP 2 BOX (4, 5)	38.1	35.4	37.7	37.7	40.6	29.2	41.6 F	32.9	37.4	41.0	34.4	39.7	38.3	39.6	39.3	34.0	27.9
BOT 2 BOX (1, 2)	29.6	36.6	32.6	28.3	26.9	34.6 G	27.6	31.6	36.9 JL	23.8	31.6 J	28.4	29.0	26.2	33.0	36.2	41.0 MN
AVERAGE	3.2	3.0	3.2	3.2	3.3	3.0	3.3 F	3.1	3.0	3.3 IK	3.1	3.2	3.2	3.2	3.2 Q	3.0	2.9
Frequency																	
(5) Totally objective	318	13	96	147	62	65	253	13	34	46	69	156	234	40	32	5	7
(4) Very objective	442	16	110	236	80	99	343	13	43	61	89	236	315	63	43	11	10
(3) Objective	644	23	162	345	114	203	441	28	53	92	156	315	469	89	53	14	19
(2) Not too objective	445	20	136	218	71	144	301	22	50	51	115	207	305	54	53	12	21
(1) Nothing objective	144	10	42	69	23	50	94	3	26	11	30	74	111	14	10	5	4
TOP 2 BOX (4, 5)	760	29	206	383	142	164	596	26	77	107	158	392	549	103	75	16	17
BOT 2 BOX (1, 2)	589	30	178	287	94	194	395	25	76	62	145	281	416	68	63	17	25
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q41. How objective do you consider the system for evaluating the work and performance of police officers to be?

Table 41.2*Level of Objectivity of the PR Police Work and Performance Evaluation System*

	TOTAL	POLICE AREA													Head- quarters
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	
		Percentage (%)													
Z-test	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)	
(5) Totally objective	16.0	12.6	18.6 a	13.8	20.4 a	16.8	18.0 a	13.7	16.9	15.5	9.4	18.2	21.3 a	19.2 a	17.1 a
(4) Very objective	22.2	22.0	20.7	25.8 Wc	21.3	23.1	14.3	19.5	25.4 W	17.9	18.0	27.3 W	14.7	30.3 WXac	26.0 Wc
(3) Objective	32.3	31.9	31.0	31.3	29.6	28.7	31.6	32.7	34.5	35.7	41.7 TVe	31.8	37.3	32.3	28.5
(2) Not too objective	22.3	25.7 d	23.4	20.3	18.5	25.2	24.1	26.8 d	18.3	25.0	22.3	16.7	22.7	15.2	22.0
(1) Nothing objective	7.2	7.9	6.2	8.8	10.2 d	6.3	12.0 Yd	7.3	4.9	6.0	8.6	6.1	4.0	3.0	6.5
TOP 2 BOX (4, 5)	38.1	34.6	39.3 a	39.6 a	41.7 a	39.9 a	32.3	33.2	42.3 a	33.3	27.3	45.5 a	36.0	49.5 RWXZa	43.1 WXa
BOT 2 BOX (1, 2)	29.6	33.5 Yd	29.7 d	29.0 d	28.7	31.5 d	36.1 Yd	34.1 Yd	23.2	31.0 d	30.9 d	22.7	26.7	18.2	28.5 d
AVERAGE	3.2	3.1	3.2	3.2	3.2	3.2	3.0	3.1	3.3 RWXa	3.1	3.0	3.4 a	3.3	3.5 **	3.3 a
Frequency															
(5) Totally objective	318	24	27	30	22	24	24	28	24	13	13	12	16	19	42
(4) Very objective	442	42	30	56	23	33	19	40	36	15	25	18	11	30	64
(3) Objective	644	61	45	68	32	41	42	67	49	30	58	21	28	32	70
(2) Not too objective	445	49	34	44	20	36	32	55	26	21	31	11	17	15	54
(1) Nothing objective	144	15	9	19	11	9	16	15	7	5	12	4	3	3	16
TOP 2 BOX (4, 5)	760	66	57	86	45	57	43	68	60	28	38	30	27	49	106
BOT 2 BOX (1, 2)	589	64	43	63	31	45	48	70	33	26	43	15	20	18	70
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

NotesZ-test = Significant Level 95% - Examined Columns **RSTUVWXYZabcde**.

** Significantly higher than > 5 police areas.

Q41. How objective do you consider the system for evaluating the work and performance of police officers to be?

The police officers are split with regards on how objective the system for evaluating the work and performance of police officers is.

- Agreement that is at least very objective is higher among males and officers from Aibonito and Headquarters.
- EXO rank officers have a higher mention of the evaluation system not being that objective.

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Table 42.1*Level of Agreement that the Commanders of the Area Demonstrate Effective Leadership to Reach the Goals of the PR Police*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
	24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO	
Percentage (%)																	
Z-test	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	
(5) Totally agree	45.2	40.5	41.4	47.1	46.1	43.1	46.0	42.1	42.1	40.5	43.4	48.0	41.7	46.5	57.0	63.0	68.8
(4) Somewhat agree	27.1	31.1	28.2	C	29.0	26.3	27.5	32.9	31.1	31.1	24.4	J	29.3	28.7	MN	MN	MN
(3) Nor agree, nor disagree	17.2	20.3	16.7	25.6	14.2	19.2	16.4	19.7	14.0	16.7	20.2	16.3	OPQ	OPQ	Q	10.9	6.2
(2) Somewhat disagree	5.3	4.1	6.1	18.3	6.1	7.5	4.4	2.6	6.1	6.3	6.3	4.6	18.5	14.8	12.2	15.2	14.6
(1) Totally disagree	5.2	4.1	7.6	4.3	4.5	G	5.7	2.6	6.7	5.4	5.6	4.9	O	5.9	3.9	5.2	—
			D			3.8	5.7						4.5	6.1	6.4	10.9	10.4
																M	
TOP 2 BOX (4, 5)	72.3	71.6	69.6	72.7	75.2	69.4	73.4	75.0	73.2	71.6	67.8	74.2	71.1	75.2	76.2	73.9	75.0
BOT 2 BOX (1, 2)	10.5	8.1	13.7	9.0	10.6	11.3	10.1	5.3	12.8	11.7	12.0	K	10.4	10.0	11.6	10.9	10.4
			D									9.5					
AVERAGE	4.0	4.0	3.9	4.1	4.1	4.0	4.0	4.1	4.0	4.0	3.9	4.1	4.0	4.1	4.2	4.2	4.2
				C								K					
Frequency																	
(5) Totally agree	789	30	191	425	143	213	576	32	69	90	178	420	522	107	98	29	33
(4) Somewhat agree	474	23	130	231	90	130	344	25	51	69	100	229	367	66	33	5	3
(3) Nor agree, nor disagree	301	15	77	165	44	95	206	15	23	37	83	143	232	34	21	7	7
(2) Somewhat disagree	92	3	28	42	19	37	55	2	10	14	26	40	74	9	9	—	—
(1) Totally disagree	91	3	35	39	14	19	72	2	11	12	23	43	56	14	11	5	5
TOP 2 BOX (4, 5)	1263	53	321	656	233	343	920	57	120	159	278	649	889	173	131	34	36
BOT 2 BOX (1, 2)	183	6	63	81	33	56	127	4	21	26	49	83	130	23	20	5	5
Unweighted Base	1747	74	461	902	310	494	1253	76	164	222	410	875	1251	230	172	46	48

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Base: Among the police officer who serve in the police areas.

Q42. How much do you agree that the Area Commander [PROG: SHOW AREA VARIABLE] demonstrates effective leadership to achieve the goals of the PR Police?

Table 42.2*Level of Agreement that the Commanders of the Area Demonstrate Effective Leadership to Reach the Goals of the PR Police*

TOTAL					POLICE AREA									
	San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	
Percentage (%)														
Z-test	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	
(5) Totally agree	45.2	47.1 a	48.3 a	45.6 a	55.6 VWYa	38.5 a	42.1 a	51.7 VYa	37.3 a	52.4 VYa	24.5 a	51.5 a	48.0 a	52.5 VYa
(4) Somewhat agree	27.1	28.3	27.6	26.7	20.4	26.6	25.6	23.9	29.6	28.6	33.1 U	24.2	36.0 UX	24.2
(3) Nor agree, nor disagree	17.2	17.8	13.1	23.5 SXcd	17.6	18.2	15.8	14.1	23.2 SXcd	15.5	20.9 cd	13.6	9.3	11.1
(2) Somewhat disagree	5.3	3.1	6.2	3.2	5.6	6.3	9.8 RTZc	4.4	7.0 Z	1.2	7.9 TZc	3.0	1.3	8.1 Zc
(1) Totally disagree	5.2	3.7	4.8 T	0.9	0.9	10.5 RTUYZ	6.8 TU	5.9 TU	2.8	2.4	13.7 **	7.6 TU	5.3 T	4.0
TOP 2 BOX (4, 5)	72.3	75.4 Va	75.9 Va	72.4 a	75.9 a	65.0	67.7	75.6 Va	66.9	81.0 VWYa	57.6	75.8 a	84.0 TVWYa	76.8 a
BOT 2 BOX (1, 2)	10.5	6.8	11.0	4.1	6.5	16.8 RTUZc	16.5 RTUZc	10.2 T	9.9 T	3.6	21.6 **	10.6 T	6.7	12.1 TZ
AVERAGE	4.0	4.1 VWa	4.1 Va	4.1 VWYa	4.2 VWYa	3.8	3.9 a	4.1 Va	3.9 a	4.3 VWYa	3.5 a	4.1 a	4.2 Va	4.1 Va
Frequency														
(5) Totally agree	789	90	70	99	60	55	56	106	53	44	34	34	36	52
(4) Somewhat agree	474	54	40	58	22	38	34	49	42	24	46	16	27	24
(3) Nor agree, nor disagree	301	34	19	51	19	26	21	29	33	13	29	9	7	11
(2) Somewhat disagree	92	6	9	7	6	9	13	9	10	1	11	2	1	8
(1) Totally disagree	91	7	7	2	1	15	9	12	4	2	19	5	4	4
TOP 2 BOX (4, 5)	1263	144	110	157	82	93	90	155	95	68	80	50	63	76
BOT 2 BOX (1, 2)	183	13	16	9	7	24	22	21	14	3	30	7	5	12
Unweighted Base	1747	191	145	217	108	143	133	205	142	84	139	66	75	99

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcd.

** Significantly higher than > 5 police areas.

Base: Among the police officer who serve in the police areas.

Q42. How much do you agree that the Area Commander [PROG: SHOW AREA VARIABLE] demonstrates effective leadership to achieve the goals of the PR Police?

Seven out of ten officers agree that the area commanders demonstrate effective leadership to reach the goals of the PR Police.

- While the majority have a positive agreement, in the areas of Mayagüez, Caguas and Aguadilla there is a somewhat higher negative agreement compared to other areas.

Table 43.1*Level of Agreement that the Unit Directors Demonstrate Effective Leadership to Achieve the Goals of the PR Police*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
(5) Totally agree	54.5	25.0	49.4	57.5	62.5	49.3	56.4	33.3	38.1	43.6	59.2	62.8	54.1	60.0	42.1	100.0	61.5
(4) Somewhat agree	23.6	12.5	23.5	23.0	27.5	19.4	25.1	33.3	31.0	28.2	I	U	24.0	26.7	5.3	—	38.5
(3) Nor agree, nor disagree	8.5	12.5	9.4	8.8	5.0	16.4	5.6	—	7.1	12.8	8.2	8.0	8.7	10.0	10.5	—	—
(2) Somewhat disagree	5.3	12.5	8.2	3.5	2.5	6.0	5.0	—	4.8	7.7	8.2	3.5	5.5	—	15.8	—	—
(1) Totally disagree	8.1	37.5	9.4	7.1	2.5	9.0	7.8	33.3	19.0	7.7	10.2	2.7	7.7	3.3	26.3	—	—
TOP 2 BOX (4, 5)	78.0	37.5	72.9	80.5	90.0	68.7	81.6	66.7	69.0	71.8	73.5	85.8	78.1	86.7	47.4	100.0	100.0
BOT 2 BOX (1, 2)	13.4	50.0	17.6	10.6	5.0	14.9	12.8	33.3	23.8	15.4	18.4	6.2	13.1	3.3	42.1	—	—
AVERAGE	4.1	2.8	4.0	4.2	4.5	3.9	4.2	3.3	3.6	3.9	4.0	4.4	4.1	4.4	3.2	5.0	4.6
Frequency																	
(5) Totally agree	134	2	42	65	25	33	101	1	16	17	29	71	99	18	8	1	8
(4) Somewhat agree	58	1	20	26	11	13	45	1	13	11	7	26	44	8	1	—	5
(3) Nor agree, nor disagree	21	1	8	10	2	11	10	—	3	5	4	9	16	3	2	—	—
(2) Somewhat disagree	13	1	7	4	1	4	9	—	2	3	4	4	10	—	3	—	—
(1) Totally disagree	20	3	8	8	1	6	14	1	8	3	5	3	14	1	5	—	—
TOP 2 BOX (4, 5)	192	3	62	91	36	46	146	2	29	28	36	97	143	26	9	1	13
BOT 2 BOX (1, 2)	33	4	15	12	2	10	23	1	10	6	9	7	24	1	8	—	—
Unweighted Base	246	8^	85	113	40	67	179	3^	42	39	49	113	183	30	19^	1^	13^

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Base: Among the members of the police who serve in the Headquarters / Fortaleza.

[^]Base too small for analysis (Less than 30 cases). Information to be used only directionally.

Q43. How much do you agree that your Unit Director demonstrates effective leadership to achieve the goals of the PR Police Bureau?

Three out of four officers agree that the unit directors demonstrate effective leadership to achieve the PR Police's goals. This response is higher among older age officers and those that have spent more years in service.

Table 44.1*Superintendent / Commissioner Is Directing the PR Police towards a Community Police that Protects Civil Rights*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Yes	96.0	93.0	95.0	97.0 BC	95.0	96.0	96.0	94.0	96.0	94.0	97.0 J	96.0	96.0 PQ	96.0 P	96.0 P	85.0	90.0
No	4.0	7.0 D	5.0 D	3.0	5.0	4.0	4.0	6.0	4.0	6.0 K	3.0	4.0	4.0	4.0	4.0	15.0 MNO	10.0 M
Frequency																	
Yes	1909	76	517	983	333	537	1372	74	197	245	446	947	1380	250	184	40	55
No	84	6	29	32	17	24	60	5	9	16	13	41	54	10	7	7	6
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q44. Do you consider that the Superintendent / Commissioner is directing the PR Police towards a community police that protects civil rights?

Table 44.2*Superintendent / Commissioner Is Directing the PR Police towards a Community Police that Protects Civil Rights*

TOTAL		POLICE AREA													
	San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head- quarters	
Percentage (%)															
Z-test	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)	
Yes	96.0	98.0 WZbe	95.0	98.0 WZb	95.0	95.0	93.0	96.0	99.0 WZb	92.0	95.0	92.0	99.0 Z	96.0	95.0
No	4.0	2.0	5.0	2.0	5.0	5.0	7.0 RTY	4.0	1.0	8.0 RTYc	5.0	8.0 RTY	1.0	4.0	5.0 R
Frequency															
Yes	1909	188	138	212	103	136	124	196	140	77	132	61	74	95	233
No	84	3	7	5	5	7	9	9	2	7	7	5	1	4	13
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q44. Do you consider that the Superintendent / Commissioner is directing the PR Police towards a community police that protects civil rights?

There is a very high agreement that the superintendent / commissioner is directing the PR Police towards being a community police that protects civil rights.

CIVIL COMPLAINTS, INTERNAL INVESTIGATIONS AND DISCIPLINE

The main objectives of the Civil Complaints, Internal Investigations and Discipline compliance area are for the PRPD to ensure that all allegations of officer misconduct are received and are fully and fairly investigated; that all investigative findings are supported by a preponderance of the evidence; and that all officers who commit misconduct are held accountable pursuant to a disciplinary system that is fair and consistent. PRPD shall develop policies and practices for the intake, investigation, and adjudication of misconduct complaints against PRPD officers. These policies and practices shall comply with applicable law and comport with generally accepted policing practices. (“Agreement” ¶ 159)

Table 45.1*PR Police Investigate the Complaints Submitted Against Any Police Officer for Improper Conduct in an Objective and Complete Manner*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Yes	64.0	65.0	60.0	65.0	65.0	59.0	65.0 F	59.0	58.0	61.0	66.0	65.0	62.0	66.0	69.0	57.0	74.0
No	36.0	35.0	40.0	35.0	35.0	41.0 G	35.0	41.0	42.0	39.0	34.0	35.0	38.0	34.0	31.0	43.0	26.0
Frequency																	
Yes	1266	53	329	656	228	330	936	47	120	158	303	638	891	171	132	27	45
No	727	29	217	359	122	231	496	32	86	103	156	350	543	89	59	20	16
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q45. Does the PR Police investigate the complaints filed against any member of the police for improper conduct in an objective and complete manner?

Table 45.2*PR Police Investigate the Complaints Submitted Against Any Police Officer for Improper Conduct in an Objective and Complete Manner*

TOTAL		POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarter
Percentage (%)															
Z-test		(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)
Yes	64.0	60.0	67.0 W	60.0	65.0	66.0 W	53.0	58.0	73.0 **	64.0	60.0	74.0 RTWXc	53.0	70.0 Wc	70.0 RTWXc
No	36.0	40.0 Ybe	33.0	40.0 Ybe	35.0	34.0	47.0 **	42.0 Ybe	27.0	36.0	40.0 Y	26.0	47.0 Ybde	30.0	30.0
Frequency															
Yes	1266	114	97	131	70	94	70	119	104	54	84	49	40	69	171
No	727	77	48	86	38	49	63	86	38	30	55	17	35	30	75
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q45. Does the PR Police investigate the complaints filed against any member of the police for improper conduct in an objective and complete manner?

Nearly two-thirds of the officers agree that the PR Polices investigates complaints submitted against any police officer for improper conduct in an objective and complete manner.

- Disagreement with this element is higher among officers from Caguas, Fajardo and Bayamón.

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Table 46.1

Level of Agreement that the PR Police Consistently Apply the Corresponding Disciplinary Measures to Police Officers with Sustained Complaints for Having Committed an Offense

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
(5) Totally agree	28.3	23.2	27.8	28.3	30.6	25.5	29.5	26.6	22.8	31.8	30.7	27.6	26.6	30.0	37.2	21.3	39.3
(4) Somewhat agree	34.9	37.8	31.5	35.2	38.6	35.1	34.8	32.9	35.4	34.9	30.5	36.9	35.0	33.8	32.5	44.7	36.1
(3) Nor agree, nor disagree	17.4	22.0	20.7	16.7	13.1	18.0	17.2	22.8	23.8	16.1	19.4	15.1	19.1	17.7	8.9	10.6	8.2
(2) Somewhat disagree	11.6	9.8	12.1	11.7	10.9	12.5	11.2	11.4	9.7	10.0	12.4	12.0	11.5	9.6	13.1	17.0	13.1
(1) Totally disagree	7.8	7.3	7.9	8.1	6.9	8.9	7.3	6.3	8.3	7.3	7.0	8.3	7.7	8.8	8.4	6.4	3.3
TOP 2 BOX (4, 5)	63.2	61.0	59.3	63.4	69.1	60.6	64.2	59.5	58.3	66.7	61.2	64.6	61.6	63.8	69.6	66.0	75.4
BOT 2 BOX (1, 2)	19.4	17.1	20.0	19.8	17.7	21.4	18.6	17.7	18.0	17.2	19.4	20.3	19.2	18.5	21.5	23.4	16.4
AVERAGE	3.6	3.6	3.6	3.6	3.8	3.6	3.7	3.6	3.6	3.7	3.7	3.6	3.6	3.7	3.8	3.6	4.0
Frequency																	
(5) Totally agree	565	19	152	287	107	143	422	21	47	83	141	273	382	78	71	10	24
(4) Somewhat agree	695	31	172	357	135	197	498	26	73	91	140	365	502	88	62	21	22
(3) Nor agree, nor disagree	347	18	113	170	46	101	246	18	49	42	89	149	274	46	17	5	5
(2) Somewhat disagree	231	8	66	119	38	70	161	9	20	26	57	119	165	25	25	8	8
(1) Totally disagree	155	6	43	82	24	50	105	5	17	19	32	82	111	23	16	3	2
TOP 2 BOX (4, 5)	1260	50	324	644	242	340	920	47	120	174	281	638	884	166	133	31	46
BOT 2 BOX (1, 2)	386	14	109	201	62	120	266	14	37	45	89	201	276	48	41	11	10
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q46. How much do you agree that the PR Police consistently applies the corresponding disciplinary measures to members of the police with sustained complaints for having committed a misdemeanor?

Table 46.2

Level of Agreement that the PR Police Consistently Apply the Corresponding Disciplinary Measures to Police Officers with Sustained Complaints for Having Committed an Offense

TOTAL					POLICE AREA										
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters
Percentage (%)															
Z-test		(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)
(5) Totally agree	28.3	27.2	31.7	28.1	30.6	32.2	26.3	30.2	28.9	19.0	19.4	34.8	24.0	31.3	30.1
			Za		a	Za		a				Za		a	a
(4) Somewhat agree	34.9	30.9	30.3	33.6	37.0	32.2	33.8	32.2	39.4	44.0	39.6	36.4	30.7	34.3	37.8
										RS					
(3) Nor agree, nor disagree	17.4	16.8	19.3	17.1	13.0	16.8	12.8	20.5	16.2	21.4	16.5	15.2	21.3	21.2	17.1
(2) Somewhat disagree	11.6	14.7	11.0	12.9	11.1	11.9	18.0	10.7	8.5	7.1	15.1	4.5	14.7	10.1	8.5
		be					YZbe				be		b		
(1) Totally disagree	7.8	10.5	7.6	8.3	8.3	7.0	9.0	6.3	7.0	8.3	9.4	9.1	9.3	3.0	6.5
		d													
TOP 2 BOX (4, 5)	63.2	58.1	62.1	61.8	67.6	64.3	60.2	62.4	68.3	63.1	59.0	71.2	54.7	65.7	67.9
									c			c			Rc
BOT 2 BOX (1, 2)	19.4	25.1	18.6	21.2	19.4	18.9	27.1	17.1	15.5	15.5	24.5	13.6	24.0	13.1	15.0
		XYde					**				de				
AVERAGE	3.6	3.5	3.7	3.6	3.7	3.7	3.5	3.7	3.8	3.6	3.5	3.8	3.5	3.8	3.8
									a			a		Rac	RWac
Frequency															
(5) Totally agree	565	52	46	61	33	46	35	62	41	16	27	23	18	31	74
(4) Somewhat agree	695	59	44	73	40	46	45	66	56	37	55	24	23	34	93
(3) Nor agree, nor disagree	347	32	28	37	14	24	17	42	23	18	23	10	16	21	42
(2) Somewhat disagree	231	28	16	28	12	17	24	22	12	6	21	3	11	10	21
(1) Totally disagree	155	20	11	18	9	10	12	13	10	7	13	6	7	3	16
TOP 2 BOX (4, 5)	1260	111	90	134	73	92	80	128	97	53	82	47	41	65	167
BOT 2 BOX (1, 2)	386	48	27	46	21	27	36	35	22	13	34	9	18	13	37
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q46. How much do you agree that the PR Police consistently applies the corresponding disciplinary measures to members of the police with sustained complaints for having committed a misdemeanor?

Six out of ten officers agree that the PR Police does consistently apply the corresponding disciplinary measures to police officer that have sustained complaints for committing offenses.

- There is a slightly higher disagreement among officers from San Juan, Caguas and Aguadilla.

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Table 47.1*Level of Agreement that the PR Police Has Confidential and Accessible Mechanisms to Submit Complaints for Misconduct By Any Police Officer*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
(5) Totally agree	31.8	35.4	30.4	31.5	33.7	26.7	33.7 F	36.7	27.7	33.0	31.6	32.0	28.7	35.8 M	41.9 M	34.0	52.5 MN
(4) Somewhat agree	35.4	34.1	33.0	36.5	36.3	31.4	36.9 F	31.6	30.1	36.8	33.6	37.2	35.6	35.8	34.0	34.0	32.8
(3) Nor agree, nor disagree	14.3	15.9	15.2	13.7	14.3	14.4	14.2	15.2	16.5	13.0	16.1	13.3	16.2 NOQ	10.8	8.4	12.8	3.3
(2) Somewhat disagree	10.0	6.1	11.7	9.9	8.9	15.0 G	8.1	8.9	13.1	10.3	9.8	9.5	10.0	10.4	9.4	12.8	8.2
(1) Totally disagree	8.5	8.5	9.7	8.5	6.9	12.5 G	7.0	7.6	12.6 JL	6.9	8.9	8.0	9.3	7.3	6.3	6.4	3.3
TOP 2 BOX (4, 5)	67.1	69.5	63.4	68.0	70.0 C	58.1	70.7 F	68.4	57.8	69.7 I	65.1	69.2 I	64.4	71.5 M	75.9 M	68.1	85.2 MNP
BOT 2 BOX (1, 2)	18.6	14.6	21.4 E	18.3	15.7	27.5 G	15.1	16.5	25.7 JKL	17.2	18.7	17.5	19.4	17.7	15.7	19.1	11.5
AVERAGE	3.7	3.8	3.6	3.7	3.8 C	3.5	3.8 F	3.8	3.5	3.8 I	3.7 I	3.8 I	3.6	3.8 M	4.0 M	3.8	4.2 MNP
Frequency																	
(5) Totally agree	633	29	166	320	118	150	483	29	57	86	145	316	412	93	80	16	32
(4) Somewhat agree	705	28	180	370	127	176	529	25	62	96	154	368	511	93	65	16	20
(3) Nor agree, nor disagree	285	13	83	139	50	81	204	12	34	34	74	131	233	28	16	6	2
(2) Somewhat disagree	200	5	64	100	31	84	116	7	27	27	45	94	144	27	18	6	5
(1) Totally disagree	170	7	53	86	24	70	100	6	26	18	41	79	134	19	12	3	2
TOP 2 BOX (4, 5)	1338	57	346	690	245	326	1012	54	119	182	299	684	923	186	145	32	52
BOT 2 BOX (1, 2)	370	12	117	186	55	154	216	13	53	45	86	173	278	46	30	9	7
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q47. How much do you agree that the PR Police has confidential and accessible mechanisms to file complaints for improper conduct by any member of the police?

Table 47.2*Level of Agreement that the PR Police Has Confidential and Accessible Mechanisms to Submit Complaints for Misconduct By Any Police Officer*

	TOTAL	POLICE AREA													
	San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters	
Percentage (%)															
Z-test	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)	
(5) Totally agree	31.8	33.5 Z	33.1	25.3	32.4	33.6	29.3	36.1 TZ	30.3	21.4	27.3	42.4 TZac	24.0	37.4 TZ	35.8 TZ
(4) Somewhat agree	35.4	35.6	34.5	36.9	33.3	32.2	33.1	29.8	38.7	40.5	36.0	33.3	40.0	37.4	37.4
(3) Nor agree, nor disagree	14.3	14.7	13.1	18.0 e	12.0	14.7	13.5	12.2	14.8	16.7	17.3	12.1	17.3	14.1	11.4
(2) Somewhat disagree	10.0	6.8	11.0	11.5	8.3	9.8	10.5	15.6 Rbe	10.6	10.7	9.4	4.5	10.7	8.1	8.5
(1) Totally disagree	8.5	9.4 d	8.3	8.3	13.9 XYde	9.8 d	13.5 XYde	6.3	5.6	10.7 d	10.1 d	7.6	8.0	3.0	6.9
TOP 2 BOX (4, 5)	67.1	69.1	67.6	62.2	65.7	65.7	62.4	65.9	69.0	61.9	63.3	75.8 T	64.0	74.7 TW	73.2 TWa
BOT 2 BOX (1, 2)	18.6	16.2	19.3	19.8	22.2 d	19.6	24.1 bde	22.0 d	16.2	21.4	19.4	12.1	18.7	11.1	15.4
AVERAGE	3.7	3.8	3.7	3.6	3.6	3.7	3.5	3.7	3.8	3.5	3.6	4.0 TWZa	3.6	4.0 **	3.9 TWZa
Frequency															
(5) Totally agree	633	64	48	55	35	48	39	74	43	18	38	28	18	37	88
(4) Somewhat agree	705	68	50	80	36	46	44	61	55	34	50	22	30	37	92
(3) Nor agree, nor disagree	285	28	19	39	13	21	18	25	21	14	24	8	13	14	28
(2) Somewhat disagree	200	13	16	25	9	14	14	32	15	9	13	3	8	8	21
(1) Totally disagree	170	18	12	18	15	14	18	13	8	9	14	5	6	3	17
TOP 2 BOX (4, 5)	1338	132	98	135	71	94	83	135	98	52	88	50	48	74	180
BOT 2 BOX (1, 2)	370	31	28	43	24	28	32	45	23	18	27	8	14	11	38
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q47. How much do you agree that the PR Police has confidential and accessible mechanisms to file complaints for improper conduct by any member of the police?

Two out of three officers agree that the PR Police has confidential and accessible mechanisms to submit misconduct complaints against any officer.

- This agreement is significantly higher among EXO rank officers, and those from Utuado, Aibonito and Headquarters.

TCA PRPB SURVEY

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Table 48.1*Level of Agreement that the PR Police Protects Against Retaliation Police Personnel Who Complain Against another Police Officer Corporation*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
(5) Totally agree	18.0	20.7	17.6	16.7	21.4	15.5	18.9	21.5	13.1	19.5	18.5	18.0	15.4	20.4	26.2	25.5	36.1
(4) Somewhat agree	28.8	18.3	21.6	31.6 BC	34.0 BC	23.9	30.7 F	20.3	21.4	24.1	26.1	33.4 HIJK	27.1	35.0 M	30.9	31.9	31.1 MN
(3) Nor agree, nor disagree	17.6	23.2	20.9	16.4	14.9	18.0	17.5	24.1 L	19.4	18.8	20.7 L	15.0	19.9 NOQ	12.3	13.1	8.5	8.2
(2) Somewhat disagree	15.4	13.4	15.9	16.5 E	11.7	19.8 G	13.6	15.2	18.0	18.4	14.8	14.3	15.7	16.2	12.6	14.9	13.1
(1) Totally disagree	20.3	24.4	24.0 DE	18.8	18.0	22.8	19.3	19.0	28.2 JKL	19.2	19.8	19.3	21.9 N	16.2	17.3	19.1	11.5
TOP 2 BOX (4, 5)	46.7	39.0	39.2	48.4 C	55.4 BCD	39.4	49.6 F	41.8	34.5	43.7 I	44.7 I	51.4 IJK	42.5	55.4 M	57.1 M	57.4 M	67.2 M
BOT 2 BOX (1, 2)	35.7	37.8	39.9 E	35.3	29.7	42.6 G	33.0	34.2	46.1 KL	37.5	34.6	33.6	37.6 OQ	32.3	29.8	34.0	24.6
AVERAGE	3.1	3.0	2.9	3.1 C	3.3 CD	2.9	3.2 F	3.1 I	2.7	3.1 I	3.1 I	3.2 I	3.0	3.3 M	3.4 M	3.3	3.7 MN
Frequency																	
(5) Totally agree	358	17	96	170	75	87	271	17	27	51	85	178	221	53	50	12	22
(4) Somewhat agree	573	15	118	321	119	134	439	16	44	63	120	330	389	91	59	15	19
(3) Nor agree, nor disagree	351	19	114	166	52	101	250	19	40	49	95	148	285	32	25	4	5
(2) Somewhat disagree	306	11	87	167	41	111	195	12	37	48	68	141	225	42	24	7	8
(1) Totally disagree	405	20	131	191	63	128	277	15	58	50	91	191	314	42	33	9	7
TOP 2 BOX (4, 5)	931	32	214	491	194	221	710	33	71	114	205	508	610	144	109	27	41
BOT 2 BOX (1, 2)	711	31	218	358	104	239	472	27	95	98	159	332	539	84	57	16	15
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q48. How much do you agree that the PR Police protects police personnel who file a complaint against another member of the police force against reprisals?

Table 48.2*Level of Agreement that the PR Police Protects Against Retaliation Police Personnel Who Complain Against another Police Officer Corporation*

	TOTAL	POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters
Percentage (%)															
Z-test		(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)
(5) Totally agree	18.0	21.5	15.2	15.7	17.6	19.6	14.3	18.5	20.4	14.3	15.1	25.8 W	17.3	23.2	17.1
(4) Somewhat agree	28.8	24.6	26.9	30.0 W	33.3 W	34.3 WX	20.3	24.4	31.7 W	32.1	30.9 W	28.8	28.0	35.4 WX	28.5
(3) Nor agree, nor disagree	17.6	19.9 V	18.6	17.1	18.5	10.5	16.5	17.1	14.8	25.0	16.5 V	19.7	22.7 V	15.2	19.1 V
(2) Somewhat disagree	15.4	11.5	17.2	15.2	13.0	16.1	22.6 Rae	16.6	19.7 R	15.5	12.2	12.1	14.7	13.1	14.2
(1) Totally disagree	20.3	22.5 Y	22.1	22.1 Y	17.6	19.6	26.3 YZbd	23.4 YZd	13.4	13.1	25.2 YZd	13.6	17.3	13.1	21.1
TOP 2 BOX (4, 5)	46.7	46.1 W	42.1	45.6 W	50.9 W	53.8 SWX	34.6	42.9	52.1 W	46.4	46.0	54.5 W	45.3	58.6 **	45.5 W
BOT 2 BOX (1, 2)	35.7	34.0	39.3 d	37.3	30.6	35.7	48.9 **	40.0 bd	33.1	28.6	37.4	25.8	32.0	26.3	35.4
AVERAGE	3.1	3.1 W	3.0	3.0	3.2 W	3.2 W	2.7	3.0	3.3 W	3.2 W	3.0	3.4 STWXa	3.1 W	3.4 **	3.1 W
Frequency															
(5) Totally agree	358	41	22	34	19	28	19	38	29	12	21	17	13	23	42
(4) Somewhat agree	573	47	39	65	36	49	27	50	45	27	43	19	21	35	70
(3) Nor agree, nor disagree	351	38	27	37	20	15	22	35	21	21	23	13	17	15	47
(2) Somewhat disagree	306	22	25	33	14	23	30	34	28	13	17	8	11	13	35
(1) Totally disagree	405	43	32	48	19	28	35	48	19	11	35	9	13	13	52
TOP 2 BOX (4, 5)	931	88	61	99	55	77	46	88	74	39	64	36	34	58	112
BOT 2 BOX (1, 2)	711	65	57	81	33	51	65	82	47	24	52	17	24	26	87
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q48. How much do you agree that the PR Police protects police personnel who file a complaint against another member of the police force against reprisals?

Just under half agree that the PR Police protects police personnel against reprisals from filing complaints of misconduct against another officer. Over one-third disagree with this element.

- Disagreement with providing protection against reprisals is highest among PO rank officers, females, and those from Caguas.

Table 49.1*PR Police Takes Appropriate Measures When It Identifies Cases of Corruption*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
	24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO	
Percentage (%)																	
Z-test	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	
Yes	49.0	40.0	46.0	50.0	54.0 BC	38.0	54.0 F	38.0	43.0	47.0	49.0	52.0 HI	48.0	53.0	53.0	38.0	62.0 MP
No	18.0	16.0	17.0	18.0	19.0	18.0	18.0	9.0	18.0	19.0 H	16.0	19.0 H	18.0	16.0	20.0	34.0 MNOQ	12.0
Don't know	33.0	44.0 DE	37.0 DE	32.0	27.0	44.0 G	28.0	53.0 IJKL	39.0 L	34.0	35.0 L	29.0	34.0 O	31.0	27.0	28.0	26.0
Frequency																	
Yes	981	33	252	505	191	211	770	30	89	124	227	511	686	137	102	18	38
No	357	13	91	188	65	101	256	7	37	49	72	192	255	41	38	16	7
Don't know	655	36	203	322	94	249	406	42	80	88	160	285	493	82	51	13	16
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q49. Do you think that the PR Police takes appropriate measures when it identifies cases of corruption?

Table 49.2*PR Police Takes Appropriate Measures When It Identifies Cases of Corruption*

TOTAL		POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters
Percentage (%)															
Z-test		(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)
Yes	49.0	50.0 c	43.0 c	49.0 c	44.0	54.0 c	53.0 c	50.0 c	58.0 SUZce	44.0	46.0 c	56.0 c	31.0	64.0 **	46.0 c
No	18.0	16.0	19.0 Yd	17.0 Yd	20.0 Yd	20.0 Yd	22.0 Yd	17.0 d	10.0	24.0 Yd	19.0 Yd	14.0	20.0 Yd	8.0	23.0 Yd
Don't know	33.0	34.0	38.0 VW	34.0	36.0	26.0	25.0	33.0	32.0	32.0	35.0	30.0	49.0 **	28.0	31.0
Frequency															
Yes	981	95	63	106	47	77	70	103	82	37	64	37	23	63	114
No	357	30	27	38	22	29	29	34	14	20	27	9	15	8	55
Don't know	655	66	55	73	39	37	34	68	46	27	48	20	37	28	77
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q49. Do you think that the PR Police takes appropriate measures when it identifies cases of corruption?

Only half of the officers agree that the PR Police takes appropriate measures when identifying cases of corruption.

- A don't know response is higher among younger officers (in age and service time), females, and Fajardo area officers. The 1st LT rank exhibits a high No response.

COMMUNITY ENGAGEMENT AND PUBLIC INFORMATION

The main objectives of the Community Engagement and Public Information compliance area are for the PRPD to create robust community relationships and engage constructively with the community to ensure collaborative problem-solving, ethical and bias-free policing, and more effective crime prevention. PRPD shall integrate community and problem-oriented policing principles into its management, policies and procedures, recruitment, training, personnel evaluations, tactics, deployment of resources, and systems of accountability. PRPD shall engage the public in the reform process through the dissemination of public information on a regular basis. (“Agreement” ¶ 205)

Table 50.1*Level of Agreement that the PR Police Know the Needs and Concerns of the Community*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
(5) Totally agree	20.7	25.6	19.4	19.6	24.9 D	15.5	22.8 F	27.8	21.4	18.4	19.0	21.5	19.1	24.2	25.1 M	23.4	27.9
(4) Somewhat agree	46.4	34.1	45.1	47.7 B	47.4 B	47.8	45.8	35.4	41.3	47.1	44.9	48.8 HI	45.7	48.1	48.7	44.7	47.5
(3) Nor agree, nor disagree	16.0	14.6	17.4 E	16.8 E	11.7	15.2	16.3	13.9	18.9	15.7	16.8	15.3	16.5 Q	16.9 Q	13.1	23.4 Q	4.9
(2) Somewhat disagree	8.0	7.3	8.6	8.0	7.4	11.1 G	6.8	11.4	6.8	8.8	9.6	7.1	8.6	5.0	6.3	4.3	16.4 MNOP
(1) Totally disagree	4.6	12.2 CDE	6.0 D	3.3	4.6	4.6	4.6	7.6	7.8 L	5.4	5.0	3.3	4.8	3.5	5.2	4.3	3.3
Don't know	4.3	6.1	3.5	4.6	4.0	5.9 G	3.6	3.8	3.9	4.6	4.8	4.0	5.3 NO	2.3	1.6	—	—
TOP 2 BOX (4, 5)	67.1	59.8	64.5	67.3	72.3 BC	63.3	68.6 F	63.3	62.6	65.5	63.8	70.2 IK	64.9	72.3 M	73.8 M	68.1	75.4
BOT 2 BOX (1, 2)	12.6	19.5 D	14.7	11.2	12.0	15.7 G	11.5	19.0 L	14.6	14.2	14.6 L	10.4	13.4 N	8.5	11.5	8.5	19.7 N
AVERAGE	3.7	3.6	3.7	3.8	3.8 C	3.6	3.8 F	3.7	3.6	3.7	3.7	3.8 IK	3.7	3.9 M	3.8	3.8	3.8
Frequency																	
(5) Totally agree	413	21	106	199	87	87	326	22	44	48	87	212	274	63	48	11	17
(4) Somewhat agree	924	28	246	484	166	268	656	28	85	123	206	482	656	125	93	21	29
(3) Nor agree, nor disagree	319	12	95	171	41	85	234	11	39	41	77	151	236	44	25	11	3
(2) Somewhat disagree	160	6	47	81	26	62	98	9	14	23	44	70	123	13	12	2	10
(1) Totally disagree	92	10	33	33	16	26	66	6	16	14	23	33	69	9	10	2	2
Don't know	85	5	19	47	14	33	52	3	8	12	22	40	76	6	3	—	—
TOP 2 BOX (4, 5)	1337	49	352	683	253	355	982	50	129	171	293	694	930	188	141	32	46
BOT 2 BOX (1, 2)	252	16	80	114	42	88	164	15	30	37	67	103	192	22	22	4	12
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q50. According to your perception, how much do you agree that the PR Police knows the needs and concerns of the community?

Table 50.2*Level of Agreement that the PR Police Know the Needs and Concerns of the Community*

TOTAL					POLICE AREA										Head- quarters
	San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito		
Percentage (%)															
Z-test	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)	
(5) Totally agree	20.7	19.9	20.0	17.1	25.9	16.1	18.0	21.0	23.9	14.3	17.3	27.3	24.0	26.0	
(4) Somewhat agree	46.4	47.6	45.5	45.2	41.7	52.4	45.1	39.5	45.1	54.8	49.6	48.5	49.3	45.5	
(3) Nor agree, nor disagree	16.0	16.8	16.6	17.5	10.2	15.4	17.3	20.0	15.5	19.0	16.5	15.2	17.3	12.2	
(2) Somewhat disagree	8.0	8.4	8.3	10.1	8.3	7.7	11.3	10.2	5.6	7.1	7.2	6.1	5.3	6.5	
(1) Totally disagree	4.6	4.2	4.1	5.5	4.6	4.2	6.0	4.4	4.2	1.2	5.8	1.5	1.3	6.1	
Don't know	4.3	3.1	5.5	4.6	9.3	4.2	2.3	4.9	5.6	3.6	3.6	1.5	2.7	3.7	
TOP 2 BOX (4, 5)	67.1	67.5	65.5	62.2	67.6	68.5	63.2	60.5	69.0	69.0	66.9	75.8	73.3	71.5	
BOT 2 BOX (1, 2)	12.6	12.6	12.4	15.7	13.0	11.9	17.3	14.6	9.9	8.3	12.9	7.6	6.7	12.6	
AVERAGE	3.7	3.7	3.7	3.6	3.8	3.7	3.6	3.7	3.8	3.8	3.7	4.0	3.9	3.8	
Frequency															
(5) Totally agree	413	38	29	37	28	23	24	43	34	12	24	18	18	64	
(4) Somewhat agree	924	91	66	98	45	75	60	81	64	46	69	32	37	112	
(3) Nor agree, nor disagree	319	32	24	38	11	22	23	41	22	16	23	10	13	30	
(2) Somewhat disagree	160	16	12	22	9	11	15	21	8	6	10	4	4	16	
(1) Totally disagree	92	8	6	12	5	6	8	9	6	1	8	1	1	15	
Don't know	85	6	8	10	10	6	3	10	8	3	5	1	2	9	
TOP 2 BOX (4, 5)	1337	129	95	135	73	98	84	124	98	58	93	50	55	176	
BOT 2 BOX (1, 2)	252	24	18	34	14	17	23	30	14	7	18	5	5	31	
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	246	

NotesZ-test = Significant Level 95% - Examined Columns **RSTUVWXYZabcde**.

** Significantly higher than > 5 police areas.

Q50. According to your perception, how much do you agree that the PR Police knows the needs and concerns of the community?

Two out of three officers indicate an agreement (either total or some) with the PR Police knowing the needs and concerns of the community.

- Agreement is stronger among older age officers, males, those with 25+ years of service, and officers from the Utuado, Fajardo and Headquarters areas.

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Table 51.1*Level of Agreement that the Community Police Promotes the Participation of the Communities in Solving Problems and Fighting Crime*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
(5) Totally agree	32.2	39.0	31.9	30.8	34.9	28.0	33.8 F	39.2 J	34.0	26.4	32.5	32.6	29.9	30.0	46.6 MNP	29.8	50.8 MNP
(4) Somewhat agree	42.2	29.3	39.6	44.7 BC	42.0 B	43.0	41.9	31.6	35.4	46.7 HIK	39.2	44.6 HI	42.1	47.3 O	37.2	40.4	39.3
(3) Nor agree, nor disagree	15.8	19.5	16.5	16.0	13.1	17.1	15.2	19.0	19.9 L	16.1	16.1	14.4	17.0 OQ	15.4 OQ	8.4	23.4 OQ	4.9
(2) Somewhat disagree	6.3	6.1	7.0	5.7	6.9	8.4 G	5.4	5.1	4.9	7.3	7.8	5.7	6.6	5.4	5.8	4.3	4.9
(1) Totally disagree	3.6	6.1 D	5.1	2.8	3.1	3.6	3.6	5.1 L	5.8	3.4	4.4	2.7	4.3	1.9	2.1	2.1	—
TOP 2 BOX (4, 5)	74.4	68.3	71.4	75.6	76.9	70.9	75.7 F	70.9	69.4	73.2	71.7	77.2 IK	72.0	77.3	83.8 MP	70.2	90.2 MNP
BOT 2 BOX (1, 2)	9.9	12.2 D	12.1	8.5	10.0	11.9	9.1	10.1	10.7	10.7	12.2 L	8.4	10.9	7.3	7.9	6.4	4.9
AVERAGE	3.9	3.9	3.9	4.0	4.0	3.8	4.0 F	4.0	3.9	3.9	3.9	4.0	3.9	4.0	4.2 MN	3.9	4.4 MNP
Frequency																	
(5) Totally agree	641	32	174	313	122	157	484	31	70	69	149	322	429	78	89	14	31
(4) Somewhat agree	841	24	216	454	147	241	600	25	73	122	180	441	604	123	71	19	24
(3) Nor agree, nor disagree	314	16	90	162	46	96	218	15	41	42	74	142	244	40	16	11	3
(2) Somewhat disagree	125	5	38	58	24	47	78	4	10	19	36	56	95	14	11	2	3
(1) Totally disagree	72	5	28	28	11	20	52	4	12	9	20	27	62	5	4	1	—
TOP 2 BOX (4, 5)	1482	56	390	767	269	398	1084	56	143	191	329	763	1033	201	160	33	55
BOT 2 BOX (1, 2)	197	10	66	86	35	67	130	8	22	28	56	83	157	19	15	3	3
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPO.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q51. How much do you agree that the Community Police promotes the participation of communities in solving problems and fighting crime?

Table 51.2*Level of Agreement that the Community Police Promotes the Participation of the Communities in Solving Problems and Fighting Crime*

TOTAL		POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters
Percentage (%)															
Z-test		(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)
(5) Totally agree	32.2	35.6 SVZ	23.4	33.2 SVZ	36.1 SVZ	21.7	36.8 SVZ	32.2 V	31.7	21.4	30.9	31.8	30.7	30.3	41.5 SVXZa
(4) Somewhat agree	42.2	37.7	42.1	36.9	40.7	51.7 RTWXe	35.3	34.1	46.5 X	56.0 **	46.8 X	50.0 WX	46.7	47.5 X	40.7
(3) Nor agree, nor disagree	15.8	16.8	23.4 UYade	18.0 e	12.0	17.5	15.8	21.5 Uae	14.1	13.1	11.5	13.6	14.7	13.1	10.6
(2) Somewhat disagree	6.3	5.2	6.9	7.8	5.6	5.6	9.0	8.8	5.6	6.0	5.0	3.0	4.0	7.1	4.9
(1) Totally disagree	3.6	4.7	4.1	4.1	5.6	3.5	3.0	3.4	2.1	3.6	5.8	1.5	4.0	2.0	2.4
TOP 2 BOX (4, 5)	74.4	73.3	65.5	70.0	76.9	73.4	72.2	66.3	78.2 SX	77.4	77.7 SX	81.8 SX	77.3	77.8 SX	82.1 **
BOT 2 BOX (1, 2)	9.9	9.9	11.0	12.0	11.1	9.1	12.0	12.2	7.7	9.5	10.8	4.5	8.0	9.1	7.3
AVERAGE	3.9	3.9	3.7	3.9	4.0	3.8	3.9	3.8	4.0 S	3.9	3.9	4.1 S	4.0	4.0	4.1 **
Frequency															
(5) Totally agree	641	68	34	72	39	31	49	66	45	18	43	21	23	30	102
(4) Somewhat agree	841	72	61	80	44	74	47	70	66	47	65	33	35	47	100
(3) Nor agree, nor disagree	314	32	34	39	13	25	21	44	20	11	16	9	11	13	26
(2) Somewhat disagree	125	10	10	17	6	8	12	18	8	5	7	2	3	7	12
(1) Totally disagree	72	9	6	9	6	5	4	7	3	3	8	1	3	2	6
TOP 2 BOX (4, 5)	1482	140	95	152	83	105	96	136	111	65	108	54	58	77	202
BOT 2 BOX (1, 2)	197	19	16	26	12	13	16	25	11	8	15	3	6	9	18
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q51. How much do you agree that the Community Police promotes the participation of communities in solving problems and fighting crime?

Three out of four officers agree to some degree that community police does promote their communities' participation in solving problems and fighting crime.

- Agreement for this element is strongest among males, 2nd LT and EXO rank officers, and those from Utuado, Aibonito and Headquarters.

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Table 52.1*Level of Agreement that the PR Police Has Trained Its Officers to Work and Fight Crime Together with the Communities*

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
(5) Totally agree	29.5	34.1	26.9	30.0	30.9	27.3	30.3	34.2	32.0	28.7	27.2	29.8	29.0	32.7	30.4	21.3	29.5
(4) Somewhat agree	40.0	32.9	37.4	40.5	44.6 C	40.1	40.0	31.6	35.0	41.0	39.2	41.9	40.1	36.5	39.3	55.3 MNO	44.3
(3) Nor agree, nor disagree	15.9	19.5	16.7	16.3	12.9	18.4	14.9	22.8 J	14.6	13.0	17.2	15.8	16.2 Q	16.9 Q	16.2	12.8	6.6
(2) Somewhat disagree	9.5	6.1	11.9 E	9.2	7.7	10.7	9.1	7.6	8.7	11.9	11.3	8.4	9.1	10.8	8.9	6.4	18.0 MO
(1) Totally disagree	5.1	7.3	7.1 D	4.1	4.0	3.6	5.7	3.8	9.7 KL	5.4	5.0	4.1	5.6	3.1	5.2	4.3	1.6
TOP 2 BOX (4, 5)	69.5	67.1	64.3	70.4 C	75.4 C	67.4	70.3	65.8	67.0	69.7	66.4	71.7 K	69.1	69.2	69.6	76.6	73.8
BOT 2 BOX (1, 2)	14.6	13.4	19.0 DE	13.3	11.7	14.3	14.7	11.4	18.4 L	17.2 L	16.3	12.6	14.7	13.8	14.1	10.6	19.7
AVERAGE	3.8	3.8	3.7	3.8 C	3.9 C	3.8	3.8	3.9	3.7	3.8	3.7	3.9 K	3.8	3.9	3.8	3.8	3.8
Frequency																	
(5) Totally agree	587	28	147	304	108	153	434	27	66	75	125	294	416	85	58	10	18
(4) Somewhat agree	798	27	204	411	156	225	573	25	72	107	180	414	575	95	75	26	27
(3) Nor agree, nor disagree	317	16	91	165	45	103	214	18	30	34	79	156	232	44	31	6	4
(2) Somewhat disagree	190	5	65	93	27	60	130	6	18	31	52	83	131	28	17	3	11
(1) Totally disagree	101	6	39	42	14	20	81	3	20	14	23	41	80	8	10	2	1
TOP 2 BOX (4, 5)	1385	55	351	715	264	378	1007	52	138	182	305	708	991	180	133	36	45
BOT 2 BOX (1, 2)	291	11	104	135	41	80	211	9	38	45	75	124	211	36	27	5	12
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q52. How much do you agree that the PR Police has trained its members to work and fight crime together with the communities?

Table 52.2*Level of Agreement that the PR Police Has Trained Its Officers to Work and Fight Crime Together with the Communities*

TOTAL		POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters
Percentage (%)															
Z-test		(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)
(5) Totally agree	29.5	30.4 S	20.7	29.5	34.3 Sa	26.6	28.6	28.3	28.9	23.8	21.6	34.8 Sa	26.7	33.3 Sa	39.4 **
(4) Somewhat agree	40.0	39.3	37.9	36.4	38.0	42.0	38.3	38.0	43.7	40.5	46.0	43.9	45.3	41.4	38.6
(3) Nor agree, nor disagree	15.9	15.7	22.8 UYe	17.1	13.0	16.8	16.5	17.1	13.4	21.4 e	14.4	15.2	17.3	14.1	11.4
(2) Somewhat disagree	9.5	11.0	11.7	9.7	8.3	9.8	13.5	10.2	9.2	10.7	10.1	4.5	5.3	7.1	7.7
(1) Totally disagree	5.1	3.7	6.9	7.4 e	6.5	4.9	3.0	6.3	4.9	3.6	7.9 e	1.5	5.3	4.0	2.8
TOP 2 BOX (4, 5)	69.5	69.6 S	58.6	65.9	72.2 S	68.5	66.9	66.3	72.5 S	64.3	67.6	78.8 ST	72.0	74.7 S	78.0 **
BOT 2 BOX (1, 2)	14.6	14.7	18.6 be	17.1 be	14.8	14.7	16.5 b	16.6 b	14.1	14.3	18.0 be	6.1	10.7	11.1	10.6
AVERAGE	3.8	3.8 S	3.5	3.7	3.9 S	3.8	3.8	3.7	3.8 S	3.7	3.6	4.1 STXZa	3.8	3.9 Sa	4.0 **
Frequency															
(5) Totally agree	587	58	30	64	37	38	38	58	41	20	30	23	20	33	97
(4) Somewhat agree	798	75	55	79	41	60	51	78	62	34	64	29	34	41	95
(3) Nor agree, nor disagree	317	30	33	37	14	24	22	35	19	18	20	10	13	14	28
(2) Somewhat disagree	190	21	17	21	9	14	18	21	13	9	14	3	4	7	19
(1) Totally disagree	101	7	10	16	7	7	4	13	7	3	11	1	4	4	7
TOP 2 BOX (4, 5)	1385	133	85	143	78	98	89	136	103	54	94	52	54	74	192
BOT 2 BOX (1, 2)	291	28	27	37	16	21	22	34	20	12	25	4	8	11	26
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q52. How much do you agree that the PR Police has trained its members to work and fight crime together with the communities?

Seven out of ten officers agree that the PR Police has trained its officers to work and fight crime together with the communities.

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Table 53.1

Level of Respect that Communities Have for PR Police Officers

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
(4) A lot of respect	9.0	9.0	10.0 D	7.0	12.0 D	7.0	10.0	13.0	10.0	8.0	10.0	8.0	10.0 N	6.0	8.0	4.0	16.0 NP
(3) Some respect	41.0	29.0	33.0	42.0 BC	52.0 BCD	40.0	41.0	29.0	33.0	34.0	38.0	46.0 HIJK	37.0	50.0 M	47.0 M	55.0 M	56.0 M
(2) Little respect	39.0	40.0 E	43.0 E	40.0 E	28.0	37.0	39.0	43.0	39.0	45.0 L	40.0	36.0	40.0 Q	35.0	38.0 Q	36.0	23.0
(1) No respect at all	11.0	22.0 CDE	13.0 E	11.0	8.0	15.0 G	10.0	15.0	17.0 L	12.0	12.0	10.0	13.0 O	10.0	7.0	4.0	5.0
TOP 2 BOX (3, 4)	50.0	38.0	43.0	49.0 BC	64.0 BCD	48.0	51.0	42.0	44.0	43.0	48.0	55.0 HIJK	47.0	56.0 M	54.0 M	60.0	72.0 MNO
BOT 2 BOX (1, 2)	50.0	62.0 DE	57.0 DE	51.0 E	36.0	52.0	49.0	58.0 L	56.0 L	57.0 L	52.0 L	45.0	53.0 NOQ	44.0 Q	46.0 Q	40.0	28.0
AVERAGE	2.5	2.2	2.4	2.5 B	2.7 BCD	2.4	2.5 F	2.4	2.4	2.4	2.5	2.5 IJ	2.4	2.5	2.6	2.6	2.8 MNO
Frequency																	
(4) A lot of respect	179	7	57	72	43	41	138	10	21	22	46	80	137	15	15	2	10
(3) Some respect	814	24	180	429	181	226	588	23	69	90	173	459	535	130	89	26	34
(2) Little respect	772	33	236	404	99	209	563	34	81	118	184	355	578	90	73	17	14
(1) No respect at all	228	18	73	110	27	85	143	12	35	31	56	94	184	25	14	2	3
TOP 2 BOX (3, 4)	993	31	237	501	224	267	726	33	90	112	219	539	672	145	104	28	44
BOT 2 BOX (1, 2)	1000	51	309	514	126	294	706	46	116	149	240	449	762	115	87	19	17
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJK, MNOPO.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q53. What is the level of respect that the communities have towards the members of the PR Police?

Table 53.2

Level of Respect that Communities Have for PR Police Officers

TOTAL		POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarters
Percentage (%)															
Z-test		(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)
(4) A lot of respect	9.0	9.0	8.0	10.0 c	16.0 SVXac	6.0	12.0 Xc	6.0	9.0	7.0	6.0	14.0 Xc	3.0	12.0 c	10.0 c
(3) Some respect	41.0	34.0	44.0 R	48.0 RUWXY	36.0	43.0	34.0	38.0	36.0	43.0	41.0	48.0 RW	56.0 **	44.0	40.0
(2) Little respect	39.0	42.0 b	38.0	36.0	36.0	39.0	38.0	46.0 Tbc	45.0 b	37.0	39.0	26.0	32.0	35.0	37.0
(1) No respect at all	11.0	15.0 T	10.0	6.0	12.0	12.0 T	16.0 T	10.0	10.0	13.0 T	14.0 T	12.0	9.0	8.0	13.0 T
TOP 2 BOX (3, 4)	50.0	42.0	52.0	58.0 RWXYa	52.0	49.0	46.0	43.0	45.0	50.0	47.0	62.0 RWXYa	59.0 RX	57.0 RX	50.0
BOT 2 BOX (1, 2)	50.0	58.0 Tbcd	48.0	42.0	48.0	51.0	54.0 Tb	57.0 Tbcd	55.0 Tb	50.0	53.0 Tb	38.0	41.0	43.0	50.0
AVERAGE	2.5	2.4	2.5	2.6 **	2.6	2.4	2.4	2.4	2.4	2.4	2.4	2.6 RXa	2.5	2.6 RXa	2.5
Frequency															
(4) A lot of respect	179	17	11	22	17	9	16	12	13	6	8	9	2	12	25
(3) Some respect	814	64	64	104	39	61	45	77	51	36	57	32	42	44	98
(2) Little respect	772	81	55	78	39	56	51	95	64	31	54	17	24	35	92
(1) No respect at all	228	29	15	13	13	17	21	21	14	11	20	8	7	8	31
TOP 2 BOX (3, 4)	993	81	75	126	56	70	61	89	64	42	65	41	44	56	123
BOT 2 BOX (1, 2)	1000	110	70	91	52	73	72	116	78	42	74	25	31	43	123
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q53. What is the level of respect that the communities have towards the members of the PR Police?

The officers are evenly divided on whether the communities have respect for the police officers.

- Older age officers, those that have served longest, EXO rank officers and those from areas such as Ponce, Utuado, Fajardo and Aibonito have a higher response of the communities shown respect to the police officers.

Table 54.1

Level of Agreement that the Police Officers Provide a Good Treatment to the Homeless Population in Puerto Rico

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
(5) Totally agree	38.5	41.5	40.7	36.9	38.9	36.4	39.3	46.8	40.8	37.2	39.2	37.3	38.6	35.0	41.4	36.2	44.3
(4) Somewhat agree	42.4	42.7	39.4	43.4	44.3	41.5	42.8	38.0	38.8	42.9	39.7	44.7	42.3	45.4	38.7	44.7	42.6
(3) Nor agree, nor disagree	12.2	12.2	13.2	12.5	10.0	13.7	11.7	12.7	16.5 L	12.3	12.4	11.2	12.6	11.5	12.6	8.5	9.8
(2) Somewhat disagree	5.2	2.4	4.6	5.6	5.4	7.0 G	4.5	2.5	2.4	5.7	6.3 I	5.3	4.8	6.5	6.8	4.3	3.3
(1) Totally disagree	1.7	1.2	2.2	1.5	1.4	1.4	1.7	—	1.5	1.9	2.4	1.4	1.7	1.5	0.5	6.4 MNOQ	—
TOP 2 BOX (4, 5)	80.9	84.1	80.0	80.4	83.1	77.9	82.1 F	84.8	79.6	80.1	78.9	82.1	80.9	80.4	80.1	80.9	86.9
BOT 2 BOX (1, 2)	6.8	3.7	6.8	7.1	6.9	8.4	6.2	2.5	3.9	7.7	8.7 I	6.7	6.6	8.1	7.3	10.6	3.3
AVERAGE	4.1	4.2	4.1	4.1	4.1	4.0	4.1 F	4.3	4.2	4.1	4.1	4.1	4.1	4.1	4.1	4.0	4.3
Frequency																	
(5) Totally agree	767	34	222	375	136	204	563	37	84	97	180	369	553	91	79	17	27
(4) Somewhat agree	846	35	215	441	155	233	613	30	80	112	182	442	607	118	74	21	26
(3) Nor agree, nor disagree	244	10	72	127	35	77	167	10	34	32	57	111	180	30	24	4	6
(2) Somewhat disagree	103	2	25	57	19	39	64	2	5	15	29	52	69	17	13	2	2
(1) Totally disagree	33	1	12	15	5	8	25	—	3	5	11	14	25	4	1	3	—
TOP 2 BOX (4, 5)	1613	69	437	816	291	437	1176	67	164	209	362	811	1160	209	153	38	53
BOT 2 BOX (1, 2)	136	3	37	72	24	47	89	2	8	20	40	66	94	21	14	5	2
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q54. Comparing the treatment that the PR Police provides to different groups or specific sectors of society, how much do you agree that members of the police treat the homeless population in Puerto Rico well?

Table 54.2*Level of Agreement that the Police Officers Provide a Good Treatment to the Homeless Population in Puerto Rico*

TOTAL		POLICE AREA													
	San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua do	Fajardo	Aibonito	Head-quarters	
Percentage (%)															
Z-test	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)	
(5) Totally agree	38.5	39.8	33.8	33.6	37.0	38.5	38.3	35.6	42.3	32.1	41.0	53.0 **	38.7	39.4	41.9
(4) Somewhat agree	42.4	42.4	42.8	40.1	47.2 b	45.5 b	39.1	42.4	41.5	44.0	38.1	30.3	42.7	50.5 b	44.7 b
(3) Nor agree, nor disagree	12.2	11.0	14.5 d	14.7 d	7.4	11.9	13.5	15.1 de	9.9	16.7 Ud	13.7	13.6	16.0 d	6.1	8.9
(2) Somewhat disagree	5.2	5.2	7.6	7.4	5.6	3.5	6.0	5.4	5.6	6.0	5.8	1.5	1.3	3.0	4.1
(1) Totally disagree	1.7	1.6	1.4	4.1 e	2.8	0.7	3.0 e	1.5	0.7	1.2	1.4	1.5	1.3	1.0	0.4
TOP 2 BOX (4, 5)	80.9	82.2 T	76.6	73.7	84.3 T	83.9 T	77.4	78.0	83.8 T	76.2	79.1	83.3	81.3	89.9 **	86.6 STWXZ
BOT 2 BOX (1, 2)	6.8	6.8	9.0	11.5 Vbcde	8.3	4.2	9.0	6.8	6.3	7.1	7.2	3.0	2.7	4.0	4.5
AVERAGE	4.1	4.1 T	4.0	3.9	4.1	4.2 T	4.0	4.1	4.2 T	4.0	4.1	4.3 STXZ	4.2	4.2 ST	4.2 STWXZ
Frequency															
(5) Totally agree	767	76	49	73	40	55	51	73	60	27	57	35	29	39	103
(4) Somewhat agree	846	81	62	87	51	65	52	87	59	37	53	20	32	50	110
(3) Nor agree, nor disagree	244	21	21	32	8	17	18	31	14	14	19	9	12	6	22
(2) Somewhat disagree	103	10	11	16	6	5	8	11	8	5	8	1	1	3	10
(1) Totally disagree	33	3	2	9	3	1	4	3	1	1	2	1	1	1	1
TOP 2 BOX (4, 5)	1613	157	111	160	91	120	103	160	119	64	110	55	61	89	213
BOT 2 BOX (1, 2)	136	13	13	25	9	6	12	14	9	6	10	2	2	4	11
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q54. Comparing the treatment that the PR Police provides to different groups or specific sectors of society, how much do you agree that members of the police treat the homeless population in Puerto Rico well?

Eight out of ten officers agree that the police officers provide a good treatment to the homeless population.

INFORMATION SYSTEMS AND TECHNOLOGY

The main objectives of the Information and Technology System compliance area are for the PRPD to establish information systems and utilize technology to support the implementation of the “Agreement” in an efficient and effective manner. (“Agreement” ¶ 218)

Table 55.1

PR Police Provides Sufficient Training to Police Officers to Train Them in the Efficient and Proper Use of Information Systems

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
	24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO	
	Percentage (%)																
Z-test	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	
Yes	54.0	49.0	55.0	51.0	63.0 BCD	55.0	54.0	52.0	56.0	51.0	51.0	56.0	56.0 NO	48.0	48.0	43.0	57.0
No	46.0	51.0 E	45.0 E	49.0 E	37.0	45.0	46.0	48.0	44.0	49.0	49.0	44.0	44.0 M	52.0 M	52.0	57.0	43.0
	Frequency																
Yes	1080	40	298	522	220	310	770	41	115	134	236	554	807	126	92	20	35
No	913	42	248	493	130	251	662	38	91	127	223	434	627	134	99	27	26
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCD, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q55. Do you consider that the PR Police provide enough training to police members to train them in the efficient and proper use of information systems?

Table 55.2

PR Police Provides Sufficient Training to Police Officers to Train Them in the Efficient and Proper Use of Information Systems

TOTAL		POLICE AREA													
		San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito	Head-quarter
Percentage (%)															
Z-test		(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)
Yes	54.0	52.0	52.0	55.0	58.0	49.0	51.0	53.0	56.0	52.0	47.0	50.0	52.0	62.0 a	63.0 **
No	46.0	48.0 e	48.0 e	45.0	42.0	51.0 e	49.0 e	47.0 e	44.0	48.0	53.0 de	50.0	48.0	38.0	37.0
Frequency															
Yes	1080	99	75	119	63	70	68	109	80	44	66	33	39	61	154
No	913	92	70	98	45	73	65	96	62	40	73	33	36	38	92
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q55. Do you consider that the PR Police provide enough training to police members to train them in the efficient and proper use of information systems?

The officers are almost evenly divided on whether the PR Police provides sufficient training with regards to the efficient and proper use of information systems. Just over half say Yes to this question.

- There is a higher agreement with this element among the 55 to 62 age group, PO and EXO rank officers, and among those from Aibonito and Headquarters.

Table 56.1

Level of Agreement that the PR Police Publishes Reliable General Statistics of Puerto Rico On All Types of Crimes

	TOTAL	AGE				GENDER		YEARS IN SERVICE					OFFICE RANK				
		24 - 34 years	35 - 44 years	45 - 54 years	55 - 62 years	Female	Male	0 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 + years	PO	SGT	2 ND LT	1 ST LT	EXO
Percentage (%)																	
Z-test		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
(5) Totally agree	37.5	36.6	34.6	37.7	41.4	31.4	39.9	34.2	36.4	31.0	35.5	40.6	34.3	38.5	49.2	48.9	62.3
					C		F					J			MN	M	MN
(4) Somewhat agree	35.4	25.6	34.8	36.1	36.6	38.3	34.2	35.4	28.6	38.3	36.6	35.4	35.8	38.5	31.9	34.0	23.0
										I	I		Q	Q			
(3) Nor agree, nor disagree	12.4	17.1	14.3	11.8	10.0	14.6	11.5	16.5	15.5	14.2	13.9	10.2	13.9	10.4	9.4	4.3	1.6
									L	L	L		Q	Q	Q		
(2) Somewhat disagree	6.5	7.3	5.5	6.9	6.6	7.1	6.2	6.3	4.4	8.4	5.4	6.9	6.8	5.4	4.2	6.4	9.8
(1) Totally disagree	4.8	4.9	7.0	4.3	2.9	5.0	4.7	2.5	7.8	5.0	5.7	3.9	5.0	5.4	3.7	4.3	3.3
			DE						L								
Don't know	3.5	8.5	3.8	3.2	2.6	3.6	3.4	5.1	7.3	3.1	2.8	2.9	4.2	1.9	1.6	2.1	—
		DE							JKL								
TOP 2 BOX (4, 5)	72.9	62.2	69.4	73.8	78.0	69.7	74.1	69.6	65.0	69.3	72.1	76.0	70.2	76.9	81.2	83.0	85.2
				B	BC		F					IJ		M	M		M
BOT 2 BOX (1, 2)	11.3	12.2	12.5	11.2	9.4	12.1	11.0	8.9	12.1	13.4	11.1	10.8	11.8	10.8	7.9	10.6	13.1
AVERAGE	4.0	3.9	3.9	4.0	4.1	3.9	4.0	4.0	3.9	3.9	3.9	4.1	3.9	4.0	4.2	4.2	4.3
					C		F					J			M		M
Frequency																	
(5) Totally agree	747	30	189	383	145	176	571	27	75	81	163	401	492	100	94	23	38
(4) Somewhat agree	705	21	190	366	128	215	490	28	59	100	168	350	514	100	61	16	14
(3) Nor agree, nor disagree	247	14	78	120	35	82	165	13	32	37	64	101	199	27	18	2	1
(2) Somewhat disagree	129	6	30	70	23	40	89	5	9	22	25	68	98	14	8	3	6
(1) Totally disagree	96	4	38	44	10	28	68	2	16	13	26	39	71	14	7	2	2
Don't know	69	7	21	32	9	20	49	4	15	8	13	29	60	5	3	1	—
TOP 2 BOX (4, 5)	1452	51	379	749	273	391	1061	55	134	181	331	751	1006	200	155	39	52
BOT 2 BOX (1, 2)	225	10	68	114	33	68	157	7	25	35	51	107	169	28	15	5	8
Unweighted Base	1993	82	546	1015	350	561	1432	79	206	261	459	988	1434	260	191	47	61

Notes

Z-test = Significant Level 95% - Examined Columns BCDE, FG, HIJKL, MNOPQ.

Rank: PO=Police Officer / SGT=Sergeant / 2ND LT=2ND Lieutenant / 1ST LT=1ST Lieutenant / EXO=Executive Officer.

Q56. How much do you agree that the PR Police publish reliable general statistics from Puerto Rico on all types of crimes such as homicides, hate crimes, domestic violence, sexual assault, etc.?

Table 56.2*Level of Agreement that the PR Police Publishes Reliable General Statistics of Puerto Rico On All Types of Crimes*

TOTAL					POLICE AREA										Head-quarters
	San Juan	Arecibo	Ponce	Humacao	Mayagüez	Caguas	Bayamón	Carolina	Guayama	Aguadilla	Utua	Fajardo	Aibonito		
Percentage (%)															
Z-test	(R)	(S)	(T)	(U)	(V)	(W)	(X)	(Y)	(Z)	(a)	(b)	(c)	(d)	(e)	
(5) Totally agree	37.5	37.7	34.5	32.3	38.0	39.9	33.8	38.5	33.8	38.1	33.8	50.0	41.3	42.4	40.7
(4) Somewhat agree	35.4	36.1	33.1	37.8	33.3	34.3	33.1	35.6	36.6	44.0	34.5	33.3	32.0	45.5	30.9
(3) Nor agree, nor disagree	12.4	10.5	15.2	12.9	11.1	10.5	17.3	14.1	9.9	10.7	15.1	9.1	10.7	6.1	13.8
(2) Somewhat disagree	6.5	6.3	9.7	6.9	5.6	5.6	5.3	5.9	8.5	1.2	10.1	3.0	5.3	4.0	7.3
(1) Totally disagree	4.8	5.2	4.8	6.0	6.5	6.3	6.0	3.9	4.2	4.8	4.3	3.0	4.0	2.0	4.5
Don't know	3.5	4.2	2.8	4.1	5.6	3.5	4.5	2.0	7.0	1.2	2.2	1.5	6.7	—	2.8
TOP 2 BOX (4, 5)	72.9	73.8	67.6	70.0	71.3	74.1	66.9	74.1	70.4	82.1	68.3	83.3	73.3	87.9	71.5
BOT 2 BOX (1, 2)	11.3	11.5	14.5	12.9	12.0	11.9	11.3	9.8	12.7	6.0	14.4	6.1	9.3	6.1	11.8
AVERAGE	4.0	4.0	3.9	3.9	4.0	4.0	3.9	4.0	3.9	4.1	3.9	4.3	4.1	4.2	4.0
Frequency															
(5) Totally agree	747	72	50	70	41	57	45	79	48	32	47	33	31	42	100
(4) Somewhat agree	705	69	48	82	36	49	44	73	52	37	48	22	24	45	76
(3) Nor agree, nor disagree	247	20	22	28	12	15	23	29	14	9	21	6	8	6	34
(2) Somewhat disagree	129	12	14	15	6	8	7	12	12	1	14	2	4	4	18
(1) Totally disagree	96	10	7	13	7	9	8	8	6	4	6	2	3	2	11
Don't know	69	8	4	9	6	5	6	4	10	1	3	1	5	—	7
TOP 2 BOX (4, 5)	1452	141	98	152	77	106	89	152	100	69	95	55	55	87	176
BOT 2 BOX (1, 2)	225	22	21	28	13	17	15	20	18	5	20	4	7	6	29
Unweighted Base	1993	191	145	217	108	143	133	205	142	84	139	66	75	99	246

Notes

Z-test = Significant Level 95% - Examined Columns RSTUVWXYZabcde.

** Significantly higher than > 5 police areas.

Q56. How much do you agree that the PR Police publish reliable general statistics from Puerto Rico on all types of crimes such as homicides, hate crimes, domestic violence, sexual assault, etc.?

Nearly three out of four officers agree on some level that the PR Police publishes reliable general statistics on all types of crime.

- This agreement increases the older the officer's age.

APPENDIX A**QUESTIONNAIRE**

Dear member of the Puerto Rico Police Bureau,

We are Ipsos Puerto Rico, an independent company specializing in market and public opinion research.

We are conducting a study for the Puerto Rico Police Monitor Office.

The purpose of this survey is to find out the opinion of members of the police on a series of issues that are highly relevant to the Police Reform. Your input is valuable to the Office of the Police Monitor.

It is important that you answer freely. All responses will be tabulated as a group, not individually, and will be kept absolutely confidential by Ipsos Puerto Rico. Only the total results of the study will be made public.

Thank you very much for your cooperation with the study!

SCREENER

F.1 Would you like to participate?

Yes.....1 **[CONTINUE]**

No2 **[TERMINATE AND THANK]**

F2. In which of the following age groups are you in?

24 years or less	1
25 to 34 years	2
35 to 44 years	3
45 to 54 years	4
55 to 59 years	5
60 to 62 years	6

F3. Gender

Female	1	Male	2	Non Binary	3
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F4. How many years have you served in the Puerto Rico Police Bureau?

0 to 4 years	1
From 5 to 9 years	2
From 10 to 14 years	3
From 15 to 19 years	4
From 20 tp 24 years	5
From 25 +	6

F5. If you serve in a particular police area, do you reside in the same police area where you serve?

Yes	1
No	2

INTERNAL VARIABLE: Rank_COD [PROGR: REGISTRAR LOS DATOS DEL RANGO DE LA LISTA DE EMPLEADOS]	Police officer	1
	Sergeant	2
	Second Lieutenant	3
	First Lieutenant	4
	Captain	5
	Inspector	6
	Commandant	7
	Lieutenant colonel	8
	Colonel	9

INTERNAL VARIABLE: Area_COD [PROGR: REGISTRAR LOS DATOS DEL ÁREA DE LA LISTA DE EMPLEADOS]	San Juan	1
	Arecibo	2
	Ponce	3
	Humacao	4
	Mayagüez	5
	Caguas	6
	Bayamón	7
	Carolina	8
	Guayama	9
	Aguadilla	10
	Utuaado	11
	Fajardo	12
	Aibonito	13
	Cuartel General	14
	Fortaleza	15

KNOWLEDGE ABOUT POLICE REFORM

Q1. Do you know or have you been informed about the Reform that the PR Police is carrying out to protect the civil rights of citizens, its purpose and what its implementation consists of?

I know a lot	5
I know something	4
I've heard, but I know almost nothing	3
I've heard but I don't know anything	2
I have never heard of	1

[PROG: SHOW Q2 IF IN Q1 IT IS EQUAL TO COD 3,4,5]

Q2. How much do you agree that the PR Police Reform is achieving the protection of citizens' civil rights?

Totally agree	5
Somewhat agree	4
Neither agree nor disagree	3
Somewhat disagree	2
Strongly disagree	1

Q3. Does the PR Police keep its members informed about the process and achievements of the Reform?

Yes	1
No	2

Q4. And, does the PR Police keep citizens informed about the process and achievements of the Reform?

Yes	1
No	2

I. PROFESSIONALISM

Q5. How much do you agree that the members of the PR Police act respectfully when they intervene with citizens?

Totally agree	5
Somewhat agree	4
Neither agree nor disagree	3
Somewhat disagree	2
Strongly disagree	1

Q6. And do you find that supervisors communicate with their subordinates in a professional manner?

Yes	1
No	2

Q7. Does the PR Police receive adequate technical training and supervision to promote ethical behavior?

Yes	1
No	2

Q8. Do officers have adequate mechanisms to report unethical behavior within the PR Police?

Yes	1
No	2

Q9. How much do you agree that the promotion processes are transparent, equitable, and fair?

Totally agree	5
Somewhat agree	4
Neither agree nor disagree	3
Somewhat disagree	2
Strongly disagree	1

II. USE OF FORCE

Q10. How much do you agree that the PR Police has trained its members with modern techniques necessary to prevent the excessive use of force when intervening with citizens?

Totally agree	5
Somewhat agree	4
Neither agree nor disagree	3
Somewhat disagree	2
Strongly disagree	1

Q11. Do you consider that members of the Police respect and protect the right to free expression of citizens when responding to a demonstration such as: strikes, marches, etc.?

Yes	1
No	2

Q12. Which of the following alternatives best describes the resources you have to protect the right to free expression of citizens during a demonstration or situation of conglomeration of people?

I have received training, but I do not have the right equipment	1
I have not received training, but I have the right equipment	2
I have received the training and I have the right equipment	3
I have not received training, nor do I have the proper equipment	4

Q13. Have the members of the PR Police received effective training to intervene appropriately with citizens who have mental health problems?

Yes	1
No	2

III. SEARCHES AND SEIZURES

Q14. Do the members of the PR Police explain in a clear and respectful way the reasons when they intervene with a citizen?

Yes	1
No	2

Q15. How often do members of the PR Police have justified reasons when they make arrests, searches or raids on any citizen or property, or make seizures based on probable cause as established by law?

Always	5
Most of the time	4
Sometimes	3
Almost never	2
Never	1

Q16. How would you describe the treatment provided by the members of the PR Police to the citizens during the interventions?

Very appropriate	4
Somewhat appropriate	3
Somewhat inappropriate	2
Very inappropriate	1

Q17. Does a field supervisor comply with the regulations to respond to the scene of an arrest when required?

Yes	1
No	2

Q18. Is it a practice in the PR Police that a supervisor verifies that those arrested do not have injuries, and if they do, make sure that they receive adequate medical attention?

Yes	1
No	2

IV. EQUAL PROTECTION AND NON-DISCRIMINATION

Q19. Do you think that the PR Police has representation from different ethnic groups or sectors of society in Puerto Rico?

Yes	1
No	2

Q20. How much do you agree that supervisors treat all members of the PR Police in the same way without any type of discrimination such as; gender, origin, ethnicity, sexual orientation, nationality, ideology or political affiliation, etc.?

Totally agree	5
Somewhat agree	4
Neither agree nor disagree	3
Somewhat disagree	2
Strongly disagree	1
Don't Know	6

Q21. And, how much do you agree that the members of the PR Police do not discriminate against citizens when providing protection services?

Totally agree	5
Somewhat agree	4
Neither agree nor disagree	3
Somewhat disagree	2
Strongly disagree	1

Q22. How much do you agree that the PR Police identifies and solves Hate Crimes in a timely and adequate manner?

Totally agree	5
Somewhat agree	4
Neither agree nor disagree	3
Somewhat disagree	2
Strongly disagree	1

Q23. How much do you agree that the PR Police effectively handles cases of Domestic Violence and Sexual Assault?

Totally agree	5
Somewhat agree	4
Neither agree nor disagree	3
Somewhat disagree	2
Strongly disagree	1

Q24. According to your perception, do you consider that the members of the PR Police treat victims of Domestic Violence and Sexual Assault appropriately?

Yes	1
No	2

Q25. Regarding the specific group of Transgender or transsexuals of the LGBTIQ+ community, how much do you agree that the members of the PR Police have been oriented with specific guidelines and norms to interact or intervene appropriately with transgender or transsexual people?

Totally agree	5
Somewhat agree	4
Neither agree nor disagree	3
Somewhat disagree	2
Strongly disagree	1
Don't answer	6

Q26. And, how much do you agree that the conduct of the PR Police members is reasonable towards the arrested citizens?

Totally agree	5
Somewhat agree	4
Neither agree nor disagree	3
Somewhat disagree	2
Strongly disagree	1

V. RECRUITMENT, SELECTION AND HIRING

Q27. According to your perception, do you consider that the PR Police has the conditions and benefits to hire qualified people to be members of the police force?

Yes	1
No	2

Q28. Does the PR Police recruit candidates with the ideal characteristics to promote the philosophy of the community police and the protection of civil rights?

Yes	1
No	2

Q29. Do you consider that the PR Police has an effective and attractive promotional campaign to draw the attention of various sectors of the community for the recruitment of new members?

Yes	1
No	2

Q30. And, do you consider that the Puerto Rico Police Bureau has the incentives, conditions, and initiatives necessary to retain its human talent?

Yes	1
No	2

VI. POLICIES AND PROCEDURES

Q31. How much do you agree that the PR Police has well-defined policies, protocols, and procedural manuals that contain in detail the functions and obligations of each unit/operational division of the police?

Totally agree	5
Somewhat agree	4
Neither agree nor disagree	3
Somewhat disagree	2
Strongly disagree	1

Q32. Do those responsible for developing the policies of the PR Police take into consideration the opinion and suggestions of the members of the police force?

Yes	1
No	2

Q33. Does the PR Police provide sufficient training and resources to collect, analyze and disseminate data that are useful to officers and supervisors in their daily operations and decision making?

Yes	1
No	2

VII. TRAININGS

Q34. Do you consider that the PR Police provides sufficient training each year to the members of the police force so that they can carry out their functions in an up-to-date, professional manner, and within the framework of their authority?

Yes	1
No	2

Q35. Do you think that the members of the PR Police are trained to offer services to people with disabilities (deaf, blind, mobility, etc.)?

Yes	1
No	2

Q36. How much do you agree that the instructors who provide training to members of the PR Police use appropriate methods to promote their learning and training?

Totally agree	5
Somewhat agree	4
Neither agree nor disagree	3
Somewhat disagree	2
Strongly disagree	1
Don't Know	6

Q37. Has the PR Police provided adequate training to implement the policies or regulations that govern interventions with foreigners or non-citizens?

Yes	1
No	2

Q38. Which of the following alternatives best describes the resources that the PR Police has provided you so that you can carry out your work effectively?

I have received the necessary training, but I do not have the appropriate equipment	1
I have not received the necessary training, but I have the appropriate equipment	2
I have received the necessary training and have the appropriate equipment	3
I have not received the necessary training, nor do I have the appropriate equipment	4

VIII. SUPERVISION AND MANAGEMENT

Q39. According to your perception, do you consider that the PR Police has an efficient system in which supervisors can identify, early, inappropriate behavior of police members?

Yes	1
No	2

Q40. How much do you agree that the PR Police has the necessary number of qualified supervisors?

Totally agree	5
Somewhat agree	4
Neither agree nor disagree	3
Somewhat disagree	2
Strongly disagree	1

Q41. How objective do you consider the system for evaluating the work and performance of police officers to be?

Totally objective	5
Very objective	4
Objective	3
Not too objective	2
Nothing objective	1

[PROG: SHOW Q36 IF VARIABLE_AREA_COD IS EQUAL TO COD 1 TO 13]

Q42. How much do you agree that the Area Commander [PROG: SHOW AREA VARIABLE] demonstrates effective leadership to achieve the goals of the PR Police Bureau?

Totally agree	5
Somewhat agree	4
Neither agree nor disagree	3
Somewhat disagree	2
Strongly disagree	1

[PROG: SHOW Q36 IF VARIABLE_AREA_COD IS EQUAL TO COD 14,15]

Q43. How much do you agree that your Unit Director demonstrates effective leadership to achieve the goals of the PR Police Bureau?

Totally agree	5
Somewhat agree	4
Neither agree nor disagree	3
Somewhat disagree	2
Strongly disagree	1

Q44. Do you consider that the Superintendent / Commissioner is directing the PR Police towards a community police that protects civil rights?

Yes	1
No	2

IX. CIVIL COMPLAINTS, INTERNAL INVESTIGATIONS AND DISCIPLINE

Q45. Does the PR Police investigate the complaints filed against any member of the police for improper conduct in an objective and complete manner?

Yes	1
No	2

Q46. How much do you agree that the PR Police consistently applies the corresponding disciplinary measures to members of the police with sustained complaints for having committed a misdemeanor?

Totally agree	5
Somewhat agree	4
Neither agree nor disagree	3
Somewhat disagree	2
Strongly disagree	1

Q47. How much do you agree that the PR Police has confidential and accessible mechanisms to file complaints for improper conduct by any member of the police?

Totally agree	5
Somewhat agree	4
Neither agree nor disagree	3
Somewhat disagree	2
Strongly disagree	1

Q48. How much do you agree that the PR Police protects police personnel who file a complaint against another member of the police force against reprisals?

Totally agree	5
Somewhat agree	4
Neither agree nor disagree	3
Somewhat disagree	2
Strongly disagree	1

Q49. Do you think that the PR Police takes appropriate measures when it identifies cases of corruption

Yes	1
No	2
Don't know	3

X. COMMUNITY ENGAGEMENT AND PUBLIC INFORMATION

Q50. According to your perception, how much do you agree that the PR Police knows the needs and concerns of the community?

Totally agree	5
Somewhat agree	4
Neither agree nor disagree	3
Somewhat disagree	2
Strongly disagree	1
Don't Know	6

Q51. How much do you agree that the Community Police promotes the participation of communities in solving problems and fighting crime?

Totally agree	5
Somewhat agree	4
Neither agree nor disagree	3
Somewhat disagree	2
Strongly disagree	1

Q52. How much do you agree that the PR Police has trained its members to work and fight crime together with the communities?

Totally agree	5
Somewhat agree	4
Neither agree nor disagree	3
Somewhat disagree	2
Strongly disagree	1

Q53. What is the level of respect that the communities have towards the members of the PR Police?

A lot of respect	4
Some respect	3
Little respect	2
No respect at all	1

Q54. Comparing the treatment that the PR Police provides to different groups or specific sectors of society, how much do you agree that members of the police treat the homeless population in Puerto Rico well?

Totally agree	5
Somewhat agree	4
Neither agree nor disagree	3
Somewhat disagree	2
Strongly disagree	1

XI. INFORMATION SYSTEMS AND TECHNOLOGY

Q55. Do you consider that the PR Police provide enough training to police members to train them in the efficient and proper use of information systems?

Yes	1
No	2

Q56. How much do you agree that the PR Police publish reliable general statistics from Puerto Rico on all types of crimes such as homicides, hate crimes, domestic violence, sexual assault, etc.?

Totally agree	5
Somewhat agree	4
Neither agree nor disagree	3
Somewhat disagree	2
Strongly disagree	1
Don't Know	6

DEMOGRAPHICS

To finish, we need you to please answer the following questions in order to be able to demographically classify the information you have provided us, thank you.

D1. Your current marital status is...

Married	1
Single	2
Divorced/Separated	3
Widower	4
Living together	5

D2. What was the last academic degree you completed?

Completed high school (12th grade)	1
Started university (did not get a diploma)	2
Associate Degree (Got a diploma)	3
Completed University / High School (Got a diploma)	4
Post-graduate studies (master's, doctorate) (Got a diploma)	5
Technical Courses / Other education after high school (business, nursing, etc.) (Obtained a certificate)	6

[PROG: IN D3A REGISTER THE MUNICIPALITY. SHOW ONLY THE LIST OF MUNICIPALITIES IN ALPHABETICAL ORDER]

D3A. In which municipality do you live?

San Juan Metro	1	North	2	South	3	East	4	West	5
Aguas Buenas	4	Aibonito	5	Adjuntas	1	Ceiba	19	Aguada	2
Bayamón	11	Arecibo	7	Arroyo	8	Fajardo	27	Aguadilla	3
Caguas	13	Barceloneta	9	Coamo	22	Humacao	36	Añasco	6
Canóvanas	15	Barranquitas	10	Guánica	29	Las Piedras	44	Cabo Rojo	12
Carolina	16	Camuy	14	Guayama	30	Luquillo	46	Hormigueros	35
Cataño	17	Ciales	20	Guayanilla	31	Naguabo	53	Isabela	37
Cayey	18	Corozal	24	Juana Díaz	39	Maunabo	49	Lajas	41
Cidra	21	Florida	28	Patillas	56	Yabucoa	77	Las Marías	43
Comerio	23	Hatillo	34	Peñuelas	57			Maricao	48
Dorado	26	Jayuya	38	Ponce	58			Mayagüez	50
Guaynabo	32	Lares	42	Salinas	63			Moca	51
Gurabo	33	Manatí	47	Santa Isabel	68			Rincón	60
Juncos	40	Morovis	52	Villalba	76			San Sebastián	67
Loíza	45	Orocovis	55	Yauco	78			San Germán	64
Naranjito	54	Quebradillas	59					Sabana Grande	62
Río Grande	61	Utua	72						
San Juan	65	Vega Alta	73						
San Lorenzo	66	Vega Baja	74						
Toa Alta	69								
Toa Baja	70								
Trujillo Alto	71								

[PROG: IN D3B AUTOMATICALLY REGISTER THE REGION TO WHICH THE MUNICIPALITY REGISTERED IN D3A BELONGS. DO NOT SHOW INTERVIEWEE]

D3A. Region

San Juan Metro Area	1	North	2	South	3	East	4	West	5
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D4. To which ethnic group do you belong?

Hispanic or Latino	1
predominantly white	2
Predominantly Black	3
predominantly asian	4
other ethnic group	5

D5. What is your place of birth?

Puerto Rico	1
Dominican Republic	2
Cuba	3
Mexico	4
Haiti	5
United States	6
Another Country of the Caribbean Islands	7
Country of Central America	8
Country of South America	9
Other Country in Europe, Asia or Africa	10